

# Sustainability Report 2022

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## GRI CONTENT INDEX



MANN+HUMMEL International GmbH & Co. KG has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022. We publish the facts and figures of environmental, social, and governance topics that are relevant to MANN+HUMMEL.

The material topics are derived from the analysis we conducted in 2021 with employees from Corporate Responsibility Management, Quality & Health Safety and Environment, Original Equipment, Production, Legal, Innovation, Purchasing, Strategy, Research & Development, Corporate Communications and Marketing, Finance, Human Resources, and IT.

When communicating relevant topics, MANN+HUMMEL takes into account the concerns of those stakeholder groups that are crucial to MANN+HUMMEL's success. These are, in particular, customers and suppliers, employees and their elected employee representatives, shareholder representatives, non-profit organizations, and politicians.

The GRI Standards used also refer to one or more principles of the United Nations Global Compact (UNGC), which are noted separately. In addition, reference is made to the respective contribution to the United Nations Sustainable Development Goals (SDGs).

Unless otherwise stated, all facts and calculations presented follow the GRI 1 | Foundation 2021 standard.

## Statement of the Board of Management on sustainability



At MANN+HUMMEL our sustainability transformation is based on clear values and on our vision of Leadership in Filtration. We want to support our customers on their way to greater sustainability and drive our own transformation in parallel.

The pursuit of sustainability is not a luxury, but a compelling necessity in order to dovetail entrepreneurial activity with social and ecological progress.

This insight is not new at MANN+HUMMEL, but has been evident in our corporate philosophy since the company's beginnings: separating the useful from the harmful. We not only support our customers on their way to more sustainable products and services, but also work in parallel with all our strength on the social and ecological optimization of our own processes and solutions.

In the past reporting year 2022, we sharpened our focus in all dimensions of our sustainability strategy (ecology, economy, social affairs, and technology); on the basis of an updated double materiality analysis, we focused on ten topics.

We are implementing our Carbon Zero Strategy with group-wide packages of measures. The successes are evident in the reporting year: Despite a significant increase in production volumes, we reduced both the specific use of resources per product and CO<sub>2</sub> emissions by 19 percent compared with the previous year. In return, we reduced our own energy consumption by five percent compared with the previous year. On balance, we obtained our electricity entirely from renewable sources. In this way, we are shaping our transformation process toward CO<sub>2</sub>-neutral production and, in the long term, a CO<sub>2</sub>-neutral value chain in 2050. We are thus on the right track, as confirmed by the external CDP climate rating, in which we improved to a B rating.

As a member of the UN Global Compact, we are committed to the ten principles of this United Nations initiative in the areas of human rights, labor standards, the environment, and anti-corruption.

For MANN+HUMMEL, human rights are indispensable pillars of business interaction. It is therefore no surprise that there were no confirmed cases of human rights violations at MANN+HUMMEL in the year under review.

In preparation for the introduction of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz) on January 1, 2023, we have updated and once again expanded our monitoring and control mechanisms in the context of human rights in our group of companies and our supply chain.

Independent sustainability ratings confirm that we have taken the right course. MANN+HUMMEL is among the top five percent of companies evaluated in the ecoVadis rating and was again awarded the gold medal in the reporting year.

We are pursuing this path with conviction: Employees and all management levels are aware of the positive impact of forward-looking planning and early anticipation of opportunities and threats. We are all committed to the ambitious goals we have set ourselves in our strategy.

This is our path to a sustainable future.

Kurk Wilks (Chief Executive Officer) & Emese Weisenbacher (Executive Vice President & Chief Financial Officer)





## General Information

The MANN+HUMMEL Group is one of the world market leaders for filtration solutions. The current business model is divided into two business areas: Transportation and Life Sciences & Environment.

Transportation comprises the Original Equipment (OE) and Aftermarket (AA) business units. We support the automotive industry (Automotive Solutions) with air filter systems, intake systems and liquid filter systems. Manufacturers of construction and agricultural machinery, rail vehicles, ships and energy technology also rely on MANN+HUMMEL technologies.

Life Sciences & Environment (LS&E) is divided into the Air Filtration and Water & Membrane Solutions business units. In LS&E, we develop pioneering solutions for air and water filtration. These include filters for indoor and outdoor use, for clean rooms and industrial applications, as well as stationary and mobile air cleaners with HEPA filters for the reliable separation of viruses, bacteria, and other microorganisms. MANN+HUMMEL air filtration solutions can be found in offices, schools, commercial and industrial buildings, as well as in hazardous areas such as offshore oil platforms. Stationary systems for the filtration of fine dust and nitrogen dioxide as well as for improving outdoor air quality are also part of our product portfolio.

**Abbreviations**

AA	Automotive Aftermarket
EBC	Executive Board Committee
ESG	Environmental, Social, and Governance
HSE	Health, Safety, and Environment
MBC	Management Board Committee
MMS	MANN+HUMMEL documented business Management System
OE	Original Equipment
SDG	<a href="#">Sustainable Development Goals</a>
SLT	<a href="#">Senior Leadership Team</a>
UNGC	<a href="#">United Nations Global Compact</a>

## GRI Content Index

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

For the SDG Mapping Add-on, GRI Services reviewed that the GRI disclosures included in the content index are appropriately mapped against the SDGs.



**CONTENT INDEX  
ESSENTIAL SERVICE  
+ SDG MAPPING ADD-ON**

**2023**

Disclosure Titles

Direct answers

SDG

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### GRI 1: Foundation 2021

MANN+HUMMEL International GmbH&Co.KG has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022.

### GRI 2: General Disclosures 2021

GRI 2-1	Organizational details	MANN+HUMMEL International GmbH&Co.KG, Ludwigsburg, has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2022, Nature of ownership and legal form: See No. 1 "Corporate structure" on page 71 and No. 40 "Related party disclosures" on page 136 of the Notes in the <a href="#">MANN+HUMMEL Annual Report 2022 Countries of operation</a>
GRI 2-2	Entities included in the organization's sustainability reporting	List of entities, see disclosure No. 46 "List of shareholdings" on page 140 of the <a href="#">Annual Report 2022</a>
GRI 2-3	Reporting period, frequency and contact point	MANN+HUMMEL reports annually on sustainability, in each case for the period of the previous calendar year, in line with the annual report. <a href="#">Contact</a>
GRI 2-4	Restatements of information	In the reporting period, the "high-performance plastic parts" business area was sold with effect from October 1, 2022. The MANN+HUMMEL production sites in Bad Harzburg, Sonneberg (both Germany), as well as Laval (France) with approximately 1,500 employees, were transferred to Mutares SE & Co. KG a.A.. There will be no retroactive adjustment of key ESG (Environmental, Social, and Governance) figures (energy consumption, employee numbers) in the context of the Sustainability Report 2022.
GRI 2-5	External assurance	No external assurance

Disclosure Titles Direct answers SDG UNGC

GRI 2-6 Activities, value chain and other business relationships  
 With over 80 locations worldwide, MANN+HUMMEL is a leading manufacturer of filtration technology with a global presence. The company has its headquarters in Ludwigsburg and is mainly involved in international business-to-business. For the Group's Business Model, activities, value chain, and other business relationships, see pages 28 – 33 of the Group Management Report in the [Annual Report 2022](#).

GRI 2-7 Employees

	2022	Europe	Americas	Asia Pacific	2021
<b>Employees, total</b>	<b>22,666</b>	<b>12,535</b>	<b>7,372</b>	<b>2,759</b>	<b>23,326</b>
thereof women	9,445	5,880	2,708	857	9,612
thereof women %	42%	47%	37%	31%	41%
thereof men	12,770	6,655	4,213	1,902	13,714
thereof men %	56%	53%	57%	69%	59%
thereof other/non-binary	143	0	143	0	
thereof not disclosed	308	0	308	0	
thereof permanent employees	19,824	11,126	6,984	1,714	20,830
thereof women	8,165	5,162	2,567	436	8,432
thereof women.%	41%	46%	37%	25%	40%
thereof men	11,239	5,964	3,997	1,278	12,398
thereof men.%	57%	54%	57%	75%	60%
thereof other/non-binary	112	0	112	0	
thereof not disclosed	308	0	308	0	
thereof temporary employees	2,842	1,409	388	1,045	2,496
thereof temporary employees %	87%	89%	95%	62%	89%
thereof women	1,280	718	141	421	1,180
thereof women.%	45%	51%	36%	40%	47%
thereof men	1,531	691	216	624	1,316
thereof men.%	54%	49%	56%	60%	53%
thereof other/non-binary	31	0	31	0	
thereof not disclosed	0	0	0	0	

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GRI 2-7		Employees		2022	Europe	Americas	Asia Pacific	2021
<b>Workforce by contract type</b>		<b>22,666</b>	<b>12,535</b>	<b>7,372</b>	<b>2,759</b>	<b>23,326</b>		
	thereof full-time	21,142	11,042	7,344	2,756	21,761		
	thereof women	8,129	4,577	2,696	856	8,298		
	thereof women%	38%	41%	37%	31%	38%		
	thereof men	12,563	6,456	4,198	1,900	13,463		
	thereof men%	59%	58%	57%	69%	62%		
	thereof other/non-binary	192	0	192	0			
	thereof not disclosed	258	0	258	0			
	thereof part-time	1,524	1,493	28	3	1,565		
	thereof women	1,316	1,303	12	1	1,314		
	thereof women%	86%	87%	43%	33%	84%		
	thereof men	207	190	15	2	251		
	thereof men%	14%	13%	54%	67%	16%		
	thereof other/non-binary	0	0	0	0			
	thereof not disclosed	1	0	1	0			
GRI 2-8		Workers who are not employees		2022	Europe	Americas	Asia Pacific	
	Total		1,459	787	530	142		



Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles		Direct answers			SDG	UNGC
GRI 2-9	Governance structure and composition	<p>The leading organization for the entire Group is MANN+HUMMEL International GmbH &amp; Co. KG. It is led by the Management Board Committee (MBC), which consists of President &amp; Chief Executive Officer (CEO) Kurk Wilks and Executive Vice President &amp; Chief Financial Officer (CFO) Emese Weissenbacher.</p> <p>More information: <a href="#">Our Management and Senior Leadership Team</a></p> <p>Change from the previous year: At the beginning of fiscal 2022, the Executive Board of the parent company MANN+HUMMEL International GmbH &amp; Co. KG was reduced from 3 to 2 members. The function of Chief Operations Officer (COO) was transferred to the CEO.</p> <p>The President &amp; CEO and the CFO are members of the Executive Board Committee (EBC). The EBC is responsible for the strategic direction of the MANN+HUMMEL Group and also includes the two representatives of the shareholders of the Mann (Thomas Fischer) and Hummel (Dr. Klaus-Peter Fouquet) families. They meet approximately twelve times a year with the MANN+HUMMEL Management Board for an information and decision-making session. The aim of these meetings is to provide the shareholder representatives with regular and timely information on current events and developments.</p> <p>In accordance with the German Codetermination Act, both MANN+HUMMEL Verwaltungs GmbH and MANN+HUMMEL GmbH have a Supervisory Board. Two Supervisory Board meetings per calendar year are held at each of the two companies. The Supervisory Board has equal representation and consists of twelve members, six of whom represent the shareholders and six the employees.</p> <p>For a list of the twelve members of the Supervisory Board, see No. 41 of the Notes, page 138 in the <a href="#">Annual Report 2022</a></p>				
GRI 2-10	Nomination and selection of the highest governance body	<p>MANN+HUMMEL's Supervisory Board consists of representatives of the owner families (50%), and representatives of the employees and executive staff (50%). The shareholder representatives are appointed at the Annual General Meeting. The employee representatives are elected to the Supervisory Board by the employees of the two companies at elections held every five years. They are divided into employee representatives, management representatives and trade union representatives. The employee and executive representatives are elected for a period of five years by a ballot of eligible employees and executives. The next election, in accordance with the German Codetermination Act, will take place in 2023 for two German companies.</p> <p>Three employee representatives, two union representatives and one representative of senior executives are to be elected to both supervisory boards. The two elections will take place separately in mid-April 2023. The basis for German companies is the German Codetermination Act (MitbestG). The respective groups are free to choose the respective candidate.</p>				
GRI 2-11	Chair of the highest governance body	<p>For a list of the twelve members of the Supervisory Board, see No. 41 of the Notes, page 138 in the <a href="#">Annual Report 2022</a></p>				

Disclosure Titles		Direct answers	SDG	UNGC
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Supervisory Board has provided continuous support to the Executive Board by reviewing and discussing in detail the oral and written reports submitted by the Executive Board at Supervisory Board meetings. The Chairman of the Supervisory Board was also in constant contact with the Executive Board. (<a href="#">Annual Report 2022</a>; page 8; "Report of the Supervisory Board").</p> <p>The Executive Board of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH &amp; Co. KG) is responsible for sustainability and corporate responsibility. The CEO oversees the global sustainability strategy, while all members of the Executive Board are involved in reviewing, controlling, and developing sustainability goals. The Executive Board actively monitors and promotes sustainability.</p> <p>In 2021, the Executive Board adopted the MANN+HUMMEL "Carbon Zero Strategy." The strategy aims to achieve CO<sub>2</sub> neutrality throughout the value chain by 2050. In 2022, we adopted a holistic strategy for sustainable transformation in the areas of ecology, economy, and social affairs, as well as the area of technology that is particularly relevant to MANN+HUMMEL. We defined the most important factors influencing MANN+HUMMEL based on a dual materiality analysis. Also, in 2021, MANN+HUMMEL made a clear statement on corporate responsibility by joining the UN Global Compact. Our CEO renewed this commitment in November 2022.</p>		
GRI 2-13	Delegation of responsibility for managing impacts	<p>The management of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH &amp; Co. KG) is responsible for the topics of sustainability and corporate responsibility. Since February 2022, the topic of Corporate Social Responsibility (CSR) and the CSR strategy and resulting activities, including the external reporting of the Group, have been managed and answered for by a newly created function, Director Global Corporate Social Responsibility.</p> <p>The head of the unit (Director G-CSR) reports directly to the CEO of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH &amp; Co. KG). Progress controlling for the achievement of the company's sustainability goals is carried out at least monthly or ad hoc by the Corporate Social Responsibility department on behalf of the CEO. Operational responsibility for implementation lies with the assigned companies and organizational units.</p>		

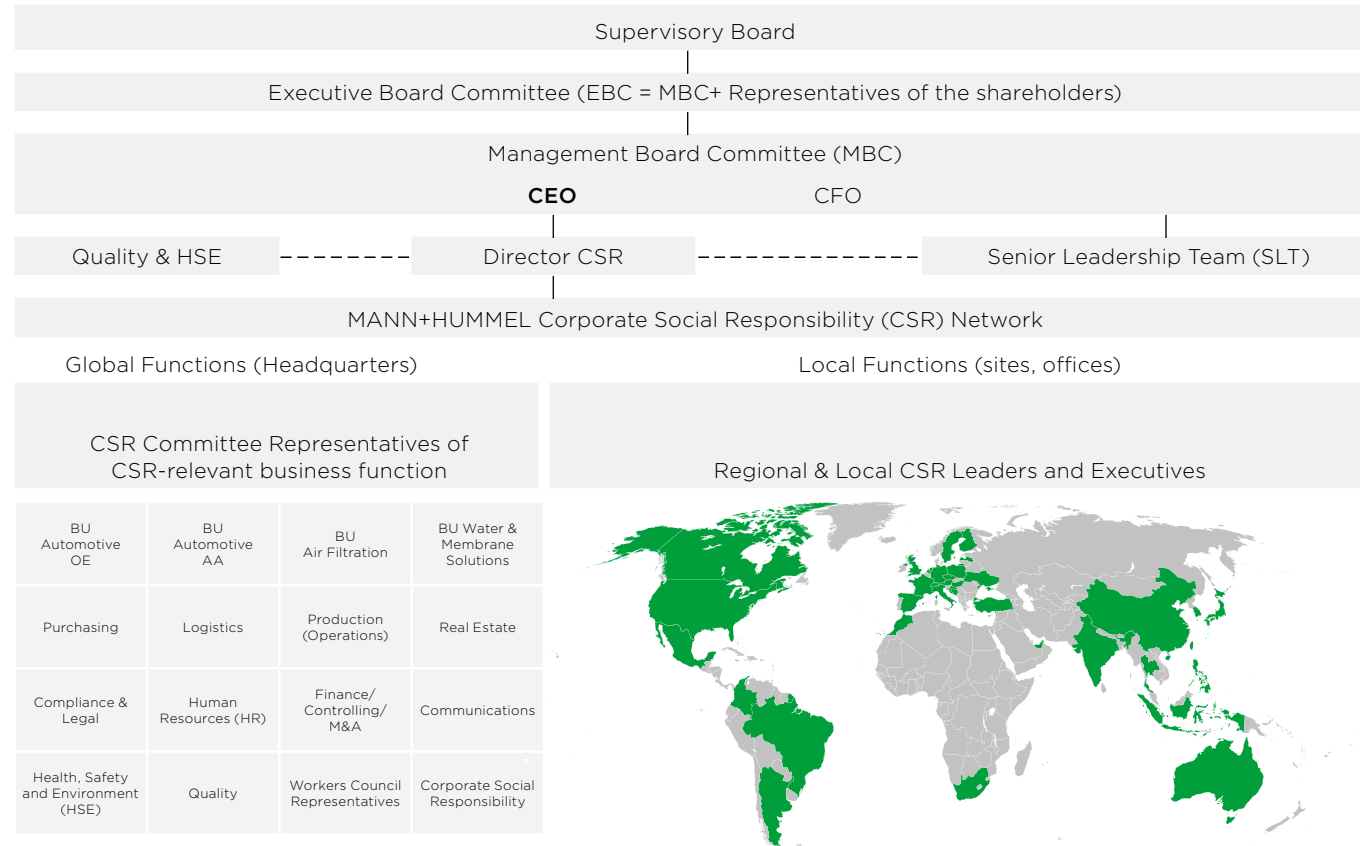
Disclosure Titles

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GRI 2-13 Delegation of responsibility for managing impacts

**MANN+HUMMEL Corporate Social Responsibility (CSR) Organization (2022)**



A CSR Committee was introduced to promote the cross-company and cross-functional achievement of sustainability targets. The cross-functional committee is made up of members of the Executive Board, the Senior Leadership Team, and the Vice President level, as well as employee representatives. The committee brings together the key functions involved in achieving MANN+HUMMEL's sustainability goals, including the Business Units (BU), Purchasing/Supply Chain, Research & Development, Operations (Production), Marketing, Communications, Finance, Sales, Employee Representatives, and Corporate Sustainability.

The CEO chairs the CSR Committee. In addition to the committee, there are other international, group-wide information and specialist exchange formats, for example, on topics such as human rights and CO<sub>2</sub> neutrality including life cycle assessments (LCA).

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles		Direct answers			SDG	UNGC
GRI 2-14	Role of the highest governance body in sustainability reporting	The CEO of the parent company MANN+HUMMEL International GmbH & Co. KG is responsible for approving and releasing the data and information of the sustainability reporting prior to publication. Prior to approval, the main changes compared to the previous year and additions to the scope of the report are discussed and presented. The plausibility of the underlying data is checked in accordance with the dual control principle.				
GRI 2-15	Conflicts of interest	The Code of Conduct states that conflicts of interest must be avoided and that employees must disclose any conflicts of interest immediately to the company. This also applies to our highest governance bodies, the Management Board Committee (MBC) and Executive Board Committee (EBC). Members of both bodies (MBC & EBC) are well versed in our conflict of interest provisions in the Code of Conduct and therefore know their duty to disclose any such conflicts of interest. Potential conflicts of interests are collected and reported in the course of the preparation of the annual report.				
GRI 2-16	Communication of critical concerns	Critical concerns are communicated to the Management Board Committee via risk management, quarterly updates, and ad hoc meetings in case of urgent issues. In the reporting year, 18 cases were reported, the nature of which were: theft, sexual harassment, conflict of interest, and property damage.				
GRI 2-17	Collective knowledge of the highest governance body	The "Sustainability Council" met three times in the past reporting period. In addition to the Sustainability Council, the departments including Global CSR are in close contact with the other members of the Senior Leadership Team as well as with the management of the subsidiaries.				
GRI 2-18	Evaluation of the performance of the highest governance body	Only candidates who distinguish themselves through their active commitment to sustainability will be selected for the highest supervisory body.				
GRI 2-19	Remuneration policies	Remuneration policies are not publicly disclosed.				
GRI 2-20	Process to determine remuneration	The procedures for reconciling the compensation of the Supervisory Board and the Board of Management and other employee groups are confidential and subject to non-disclosure agreements.				
GRI 2-21	Annual total compensation ratio	The compensation of the Supervisory Board, Board of Management and other employee groups is subject to confidentiality and non-disclosure agreements.				
GRI 2-22	Statement on sustainable development strategy	See <a href="#">Statement of the Board of Management</a>				

Disclosure Titles	Direct answers	SDG	UNGC
GRI 2-23 Policy commitments	<p>At MANN+HUMMEL, we take responsibility for our actions and employees. We act with integrity, comply with laws, and provide training to internalize values and guidelines for joint success.  <a href="#">Compliance</a></p> <p>Our Code of Conduct and Social Charter publicly define our steadfast commitment to upholding human rights. We expect both our employees and all our business partners to comply with internationally applicable human rights and to uphold the principles of this statement towards colleagues, business partners, and the community.  <a href="#">Code of Conduct Social Charter</a></p> <p>In addition, we expect our business partners to have appropriate structures to prevent, mitigate, and remedy human rights abuses they have caused or contributed to and to ensure this for their downstream partners throughout the value chain. We set out the requirements for our suppliers in our Supplier Code of Conduct.  <a href="#">Code of Conduct for Suppliers</a></p> <p>Success is not possible without constant and reliable quality. Our management system ensures that we can keep our quality promises at all our sites worldwide. Certification according to recognized standards is proof of our quality.  <a href="#">MANN+HUMMEL Management Policy Certificates</a></p> <p>MANN+HUMMEL protects its employees, customers, and suppliers from circumstances that could endanger or negatively affect their health and safety. As a leader in filtration solutions, we are aware of our social responsibility. Therefore, occupational health and safety and environmental protection are linked to our FILTER values and are key elements of our strategy.  <a href="#">Health, Safety &amp; Environment Values</a></p> <p>The HSE Big Rules create a common understanding and increased awareness of HSE (Health, Safety, and Environment) at MANN+HUMMEL worldwide. They show all employees the correct behavior for health protection, occupational safety and environmental protection. The HSE Big Rules also strengthen awareness of the responsibility that each individual bears for HSE. The HSE Big Rules apply to all employees worldwide – whether in production or non-production areas. We are trained to work with equipment and hazardous substances.</p> <ul style="list-style-type: none"> <li>▪ We never bypass or switch off protection and safety measures.</li> <li>▪ We always wear defined personal protective equipment (PPE).</li> <li>▪ We keep concentrated on the task we are doing.</li> <li>▪ We assure immediate containment for every risk and accident and notify our supervision.</li> <li>▪ We take care of the environment by reducing energy consumption and waste.</li> </ul>		1,4



Statement of the Board	GRI 1	GRI 2	GRI 3	Material Topics
Disclosure Titles	Direct answers			SDG UNGC
GRI 2-23 Policy commitments	<p>The Human Resources department is responsible for identifying and mitigating human rights risks within the MANN+HUMMEL workforce. Internally applicable requirements for all MANN+HUMMEL employees include:</p> <p>Human Rights Policy            In addition to our Code of Conduct and Social Charter, the purpose of our Human Rights Policy is to communicate, respect, and preserve the principles of Human Rights. This policy is primarily guided by the following:            The principles of the UN Global Compact (MANN+HUMMEL membership since 2021)            The International Labor Standards of the International Labor Organization            The German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz”) and the Conventions stated herein concerning the protection of human rights.</p> <p><b>Our Commitment</b>            Human rights and the environment are intrinsically intertwined: A clean, healthy, and sustainable environment is essential to our human rights, while polluted, hazardous, and otherwise unhealthy environments potentially violate our human rights. By creating outstanding filtration solutions in all our business segments, we are committed to enabling cleaner mobility, cleaner air, and cleaner water and are therefore also determined to support human rights worldwide.</p> <p>Human Rights Risk Management and Due Diligence Procedure            The purpose of our internal Human Rights Risk Management and Due Diligence Procedure is to ensure that human rights, working conditions and environmental protection are respected in our own company and in the immediate supplier network. Our human rights policy statement, our code of conduct, our social charter, our environmental management standards, our supplier code of conduct, and the applicable standards and laws, such as the German Supply Chain Due Diligence Act (SCDDA) and other national laws in the respective countries form the basic standards for this procedure, and are binding for all MANN+HUMMEL locations and business units worldwide.            At MANN+HUMMEL, we prioritize product quality and fostering lasting relationships with both our customers and suppliers. We hold our suppliers to the highest standards and expect them to embody this same attitude while strictly adhering to our guidelines.  <a href="#">Suppliers</a>  <a href="#">Suppliers Documents</a></p>		1,4	

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles		Direct answers			SDG	UNGC
GRI 2-24	Embedding policy commitments	<p>Our Code of Conduct and Social Charter publicly define our steadfast commitment to upholding human rights.  <a href="#">Compliance Code of Conduct Social Charter</a></p> <p>We expect both our employees and all our business partners to comply with internationally applicable human rights and to uphold the principles of this statement towards colleagues, business partners, and the community. In addition, we expect our business partners to have appropriate structures to prevent, mitigate, and remedy human rights abuses they have caused or contributed to and to ensure this for their downstream partners throughout the value chain. We set out the requirements for our suppliers in our Supplier Code of Conduct.  <a href="#">Code of Conduct for Suppliers</a></p>				1,4
GRI 2-25	Processes to remediate negative impacts	<p><b>Internal Processes</b></p> <p>The MANN+HUMMEL Management System (MMS) describes the processes, policies, and procedures to which we have jointly committed ourselves and which must be implemented in order to achieve our corporate objectives and the needs of all relevant interested parties. The foundation for the MMS can be found in ISO 9001 (the international standard that specifies requirements for a quality management system (QMS)) and IATF 16949 for Quality (an international standard for quality management systems in the automotive industry), ISO 14001 for Environmental (globally accepted and applied standard for environmental management systems) as well as ISO 45001 for Occupational Health and Safety Management Systems.</p> <p>The requirements of these standards are ISO 45001 for Occupational Health and Safety Management Systems (the globally applicable standard formulates the requirements for occupational health and safety management systems). The requirements of these standards are supplemented by applicable legal, regulatory, and customer requirements.</p> <p>All documents and information within the MMS are of confidential nature and for internal use only. Therefore, only high-level reference to these can be provided.</p> <p><b>Anonymous Whistleblowing</b></p> <p>We encourage our employees – and also our business partners – to pass on information about possible irregularities in the company. The MANN+HUMMEL Whistleblower System provides the possibility to submit reports to the Corporate Compliance Officer about violations of laws and/or internal regulations, for example the MANN+HUMMEL Code of Conduct, first of all for employees, but also for business partners and other third parties.</p> <p>The system is designed, set up, and operated to ensure the confidentiality of the identity of the reporting person. All relevant information is summarized in the internal policy MANN+HUMMEL Whistleblower System. Each piece of information is important and gives us the opportunity to correct possible infringements and to improve processes. Information can be passed on anonymously using the MANN+HUMMEL whistleblower system “SpeakUp”, which is available in 20 languages.  <a href="#">Speakup Website</a></p> <p>Additionally, the procedure “Personnel Standards + Labor Relations” is binding for all MANN+HUMMEL locations in Germany. It sets out the generally applicable framework for labor relations between MANN+HUMMEL and its employees. These rules include that all employees can complain to their supervisors or to the Works Council if they feel disadvantaged by other employees or by the employer. The local HR BP is responsible for handling complaints, if necessary in coordination with the Manager HR Labor Relations.</p>				

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure Titles	Direct answers			SDG	UNGC		
GRI 2-25	Processes to remediate negative impacts	<p>MANN+HUMMEL has implemented a Compliance Case Process procedure, which gives an overview of how compliance cases within MANN+HUMMEL are being handled by the Corporate Compliance Office. It is binding for all MANN+HUMMEL companies worldwide. Specifics of the process are for internal use only.</p> <p>We also have defined global procedures for handling external quality, logistics, or HSE-related complaints. This procedure describes the binding rules, processes, instruments, and their continuous monitoring and evaluation. In the event of serious quality, logistics, or HSE violations, top management is informed in accordance with the globally implemented alert procedure. In addition to the communication process, this procedure also includes a problem-solving process. In accordance with our Corporate Quality &amp; HSE Governance Plan, a status review is conducted on a monthly basis at local, regional, and global levels.</p>					1,4
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>See <a href="#">Code of Conduct Social Charter</a>            See <a href="#">Anonymous Whistleblowing</a>            For more information, see <a href="#">Compliance</a>.</p>					10
GRI 2-27	Compliance with laws and regulations	No violations came to light in the reporting year.					7,8

Disclosure Titles		Direct answers	SDG	UNGC	
GRI 2-28	Membership associations	<ul style="list-style-type: none"> <li>▪ AFBW</li> <li>▪ Allianz Wasserstoffmotor e.V.</li> <li>▪ American Filtration and Separation Society</li> <li>▪ BDSV Exhibitions (Bundesverband der deutschen Sicherheits- und Verteidigungsindustrie)</li> <li>▪ BUJ</li> <li>▪ CLEPA</li> <li>▪ Cluster Brennstoffzelle Baden-Württemberg</li> <li>▪ Cluster Elektromobilität Süd-West</li> <li>▪ CVC Südwest (Commercial Vehicle Cluster - Nutzfahrzeug GmbH)</li> <li>▪ DECHEMA ProcessNet Gasreinigung</li> <li>▪ DECHEMA ProcessNet Mechanische Flüssigkeitsabtrennung</li> <li>▪ Deutsche Kautschuk Gesellschaft e.V. DKG</li> <li>▪ Deutsche Reinrauminstitut</li> <li>▪ diruj</li> <li>▪ European Battery Alliance</li> <li>▪ European Clean Hydrogen Alliance</li> <li>▪ ovent</li> <li>▪ FILTECH Exhibitions Germany GmbH &amp; Co KG/FILTECH</li> <li>▪ Förderverein neue Materialien Bayreuth</li> <li>▪ Förderverein Zentrum für Brennstoffzellen ZBT</li> <li>▪ Forschungs-Gesellschaft Verfahrenstechnik GVT</li> <li>▪ Forschungsvereinigung Verbrennungskraftmaschinen FVV</li> <li>▪ Forschungsvereinigung Verbrennungsmotoren e.V.</li> <li>▪ Fraunhofer IPA Stuttgart</li> <li>▪ Graduate School of Excellence advanced Manufacturing Engineering GSaME</li> <li>▪ Hydrogen Council</li> </ul>	<ul style="list-style-type: none"> <li>▪ IHK</li> <li>▪ IHK für Oberfranken Bayreuth Industrial Consortium SimTec e.V.</li> <li>▪ ISO International Standardization Organization</li> <li>▪ IUTA Förderverein des Instituts für Energie- und Umwelttechnik e.V.</li> <li>▪ KIT Filterkonsortium</li> <li>▪ Maschinenraum</li> <li>▪ NC Chamber of Commerce</li> <li>▪ Nonwovens Institute (NWI)</li> <li>▪ OESA/MEMA</li> <li>▪ Pfalz Metall</li> <li>▪ PLM-Benutzergruppe e.V.</li> <li>▪ Pro Klima</li> <li>▪ PRO3</li> <li>▪ RWTH Aachen – Arbeitskreis Funkenerosion</li> <li>▪ Society of Automotive Engineers (SAE)</li> <li>▪ STFI Sächsisches Textilforschungsinstitut e.V.</li> <li>▪ Stiftung Familienunternehmen</li> <li>▪ Südwestmetall</li> <li>▪ UN GLOBAL COMPACT</li> <li>▪ United States Hydrogen Alliance</li> <li>▪ VDA   VDA Aftermarket Ausschuss &amp; Arbeitskreis Handel</li> <li>▪ VDI Wissensforum</li> <li>▪ VDMA</li> <li>▪ Verband der Bahnindustrie in Deutschland e.V.</li> <li>▪ VERT</li> <li>▪ ViProNet</li> </ul>		1,4

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure Titles	Direct answers				SDG	UNGC	
GRI 2-29	Approach to stakeholder engagement	<p>In determining the content and communication of these key topics, MANN+HUMMEL considers the concerns of stakeholder groups that significantly influence and are crucial to MANN+HUMMEL's success. In particular, these are customers and suppliers, employees and their elected employee representatives, shareholder representatives, charitable organizations, and politicians.</p> <p>Our goal in stakeholder engagement is to provide accurate and complete information to all parties involved, in order to establish reliable and prosperous business partnerships.</p> <p>Our organization strives to establish genuine connections with our stakeholders by building trust. We prioritize respecting their time and aim to provide valuable interactions and information, whether it be through customer meetings, online channels, newsletters, or other platforms. Our ultimate goal is to offer the best products and solutions while facilitating the exchange of useful information.</p>					1,4
GRI 2-30	Collective bargaining agreements	<p>MANN+HUMMEL does not collect data in the global organization on what percentage of the workforce is paid according to a collective agreement. We promote fair working conditions in accordance with international standards, such as ILO standards, and expect our business partners to behave accordingly.</p>					3





## Materiality

MANN+HUMMEL has a clear understanding of corporate social responsibility: As one of the market leaders in filtration, we support our customers in their quest for greater sustainability.

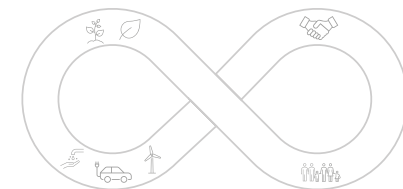
As a company, we take responsibility for our business, our employees, our value chain and our planet. We promote entrepreneurial action in line with our business interests and legal requirements.

Our corporate social responsibility strategy takes a holistic approach to continuously improve environmental, economic, social, and technological outcomes.

Our Carbon Zero Strategy, adopted in 2021, points the way for our company to achieve carbon neutrality along the entire value chain by 2050.

ECOLOGICAL

ECONOMICAL



TECHNOLOGICAL

SOCIAL

## Material Topics

### GRI 3 Material Topics 2021

GRI 3-1	Process to determine material topics	<p>In the 2022 reporting year, MANN+HUMMEL carried out a materiality analysis in accordance with the principle of dual materiality as scheduled. For this purpose, internal representatives were defined for internal and external stakeholders. On the basis of structured interviews, the representatives evaluated 38 topics in the areas of environment, social affairs, and corporate governance, each from the perspectives of “inside-out” and “outside-in”.</p> <p>All topics were rated by the participants on a scale from 0 (irrelevant) to 4 (complete impact on the topic) in each of the “inside-out” and “outside-in” dimensions. The mean value for each dimension was calculated from all the ratings for a topic. A maximum of four points could be achieved per dimension. These values were weighted equally. The result of the matrix analysis can be seen in the <a href="#">graphic</a>.</p> <p>Based on this evaluation, we defined ten focus topics with high priority for our sustainability strategy that correlate with the GRI Sustainability Reporting Standards and SDG targets. To define prioritization, we multiplied the two dimensions Inside-out and Outside-in. The respective results define the ranking of relevance for our sustainability efforts. (To simplify the process in the analysis phase, we have combined individual GRI topics into groups.)</p>
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Disclosure Titles

Direct answers

GRI 3-2	List of material topics	<b>GRI Disclosure: Order by materiality (descending in the sustainability dimensions; highest rated on top)</b>	<b>MANN+HUMMEL SUSTAINABILITY CLUSTER</b>	<b>No. in diagram</b>	
Environment	GRI 305: Emissions 2016		Climate Change	305	
	GRI 302: Energy 2016		Energy use (own operations/upstream)	302	
	GRI 301: Materials 2016		Material Management/Resource efficiency	301	
	GRI 204: Procurement Practices 2016		Sustainable materials	204	
	GRI 308: Supplier Environmental Assessment 2016				
	GRI 414: Supplier Social Assessment 2016				
	GRI 306: Waste 2020		Operational waste management incl. waste water	306	
	GRI 304: Biodiversity 2016		Biodiversity (e.g., land use)	304	
	GRI 303: Water and Effluents 2018		Water management	303	
		<a href="#">GRI 3-3: Innovation</a>		Innovation (product & service): circular economy and end-of-life	MH10
Social	GRI 405: Diversity and Equal Opportunity 2016		Diversity & Inclusion   Remuneration guidelines	405	
	GRI 406: Non-discrimination 2016		Non-Discrimination	406	
	GRI 407: Freedom of Association and Collective Bargaining 2016		Labor conditions (e.g., fair compensation)	402	
	GRI 401: Employment 2016		New work (e.g., flexible working conditions, work from home)	401	
	GRI 408: Child labor 2016		Child labor/forced labor	408	
	GRI 409: Forced or Compulsory Labor 2016				
	GRI 403: Occupational Health and Safety 2018		Occupational health & safety incl. wellbeing	403	
	GRI 404: Training and Education 2016		Training and continued education	404	
	GRI 413: Local Communities 2016		Social engagement/local responsibility	413	
	GRI 417: Marketing and Labeling 2016		Responsible marketing/product labeling	417	
Governance	GRI 416: Customer Health and Safety 2016		Product Safety	416	
	GRI 308: Supplier Environmental Assessment 2016		Sustainable supply chains	308	
	GRI 2-27 Compliance with laws and regulations		General compliance & Business ethics	2-27	
	GRI 205: Anti-corruption 2016		Anti-corruption & Anti-competitive Behavior	205	
	GRI 206: Anti-competitive Behavior 2016				
		<a href="#">GRI 3-3: Intellectual property rights</a>		Intellectual property rights	MH30
	GRI 207: Tax 2019		(Tax) transparency	207	
	GRI 418: Customer Privacy 2016		Data security (Cybersecurity)/data privacy	418	
		<a href="#">GRI 3-3: Product quality</a>		Product quality	MH34
	GRI 203: Indirect Economic Impacts 2016		Risk management	MH35	
Technology	GRI 201: Economic Performance 2016		Profitable growth and financial stability	201	
		<a href="#">GRI 3-3: Sustainable Solutions</a>	Sustainable Solutions: cleaner mobility, cleaner air, cleaner water	MH39	

Disclosure Titles

Direct answers

GRI 3-2 List of material topics





## Economic Performance

The MANN+HUMMEL Group's sales revenue increased by 14.9% or EUR 626.5 million to EUR 4,826.4 million (previous year: EUR 4,199.9 million) in fiscal year 2022. Research and development costs amounted to EUR 114.3 million in the reporting year (previous year: EUR 113.3 million). This means that the MANN+HUMMEL Group's expenditure on research and development remained at a consistently high level.

This underscores the importance of investments in new, sustainable technologies and the underlying strategic orientation of our company in existing and new business areas. The development of sustainable filtration solutions is an important focus of research and development activities in this regard.



## Intellectual property rights

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Since our foundation more than 80 years ago, we have built up extensive filtration know-how. This experience, together with the numerous patents, patent applications, and utility models we hold, represents a competitive advantage that positively impacts all Group brands.</p> <p>MANN+HUMMEL can currently claim to have more than 4,500 patents and patent applications. These provide a legally secure basis for stand-alone solutions.</p> <p>To the same extent that we protect our patents and knowledge, we respect the patents of others. To ensure this, we constantly and carefully check our products and product ideas for risks regarding patent infringements. We take consistent action against the unlawful use of our patents, trademarks, and counterfeit products.</p> <p>See <a href="#">legal notice</a></p>
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## Product quality

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>One of our core corporate values at MANN+HUMMEL is our commitment to excellence. Here the quality of our products is decisive for our success. Our management system ensures that we achieve and exceed the quality demanded by our customers. And we keep to our quality commitment. This is verified by numerous internationally recognized neutral certificates.</p> <p>MANN+HUMMEL's management system ensures that we are able to maintain our commitment to quality at all our locations around the world. Certification according to recognized standards verifies our quality. We follow our quality vision of "zero defects with a focus on 'Quality always'".</p> <p>In addition to the ISO9001:2025 quality management standard, many companies are certified according to IATF16949:2016; ISO 14001:2015 and ISO45001:2018.</p> <p>For more information, see our <a href="#">certificates and Management Policy</a></p>
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Disclosure Titles

Direct answers

SDG UNGC

## Sustainable Solutions: cleaner mobility, cleaner air, cleaner water

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>MANN+HUMMEL has stood for leadership in filtration for over 80 years. Our products provide filtration solutions for cleaner mobility, cleaner air, cleaner water and cleaner industry.</p> <p>As a global filter manufacturer, we equip industries, individuals, and municipalities with filters against viruses and bacteria, fine dust, harmful gases and more. Our filtration solutions make vehicles and machines safer and more efficient and our environment more livable. And with the possibilities offered by digitalization, we're already creating pioneering filters for the future. Which is why we're one of the world's leading filter companies, setting standards with pioneering filtration. This is how we create new opportunities for a cleaner world every day.</p> <p>Our products and solutions are used in a variety of applications every day, all across the globe. Amongst others, they apply in motor cars, combine harvesters, compressors, heating, ventilation and air conditioning systems, and in water purification or wastewater treatment systems. Therefore, it is not surprising that our wide range of solutions has made us one of the global market leaders in filtration.</p> <p>See <a href="#">filtration</a> and <a href="#">products</a></p>
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## Innovation (product & service): circular economy and end-of-life

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Our vision: Leading in filtration</p> <p>Through our innovations, we will continue to enable our customers to be more sustainable. At the same time, we take responsibility for our business, our employees, our value chain, and our planet. We intend to promote company actions in harmony with our business interests as well as regulations.</p> <p>We want to further expand our lead in numerous product categories of filtration technology and grow in new business areas. More than 750 employees of the MANN+HUMMEL Group work in research and development (R&amp;D). In 2022, the company spent 114 million euros on R&amp;D.</p>
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## General compliance & Business ethics

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See <a href="#">Compliance</a>
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### GRI 2 General Disclosures 2021

GRI 2-27	Compliance with laws and regulations	See <a href="#">Compliance</a>
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## Profitable growth and financial stability

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics		8
	<p>MANN+HUMMEL stands for filtration. (See <a href="#">Annual Report 2022</a>)</p> <p>The current business model consists of two business units: Transportation and Life Sciences &amp; Environment. Transportation comprises the Original Equipment (OE) and Aftermarket (AA) businesses. For example, we supply the automotive industry (Automotive Solutions) with air filter systems, intake systems, and liquid filter systems. Manufacturers of construction and agricultural machinery, rail vehicles, ships and energy technology also rely on MANN+HUMMEL technologies.</p> <p>Life Sciences &amp; Environment (LS&amp;E) comprises the Air Filtration and Water &amp; Fluid Solutions business units. In LS&amp;E, we develop pioneering solutions for air and water filtration. These include filters for indoor and outdoor, clean-room and industrial applications, as well as stationary and mobile air cleaners with HEPA filters for the safe removal of viruses, bacteria, and other microorganisms. Some of the cabin air filters have anti-allergenic and antimicrobial functions. Air filtration solutions from MANN+HUMMEL are used in a variety of environments, including offices, schools, commercial and industrial buildings, and even in hazardous locations such as offshore oil platforms.</p> <p>Stationary systems for the filtration of fine dust and nitrogen dioxide and for the improvement of outdoor air quality are also part of our product portfolio.</p> <p>Our water filtration systems have many applications, from treating water and wastewater in municipal and industrial applications to conserving scarce freshwater resources through efficient use and recycling. In addition, our systems are suitable for specialized applications in industries such as food, biotechnology, and ultrapure water applications such as microelectronics.</p> <p>Our portfolio increasingly includes digital services and intelligent solutions designed to meet the unique needs of our customers. These include the Internet of Things (IoT), cloud-based data analytics, specially developed algorithms and user-friendly applications</p> <p>The Transportation business unit generates approximately 91% of our sales, while the LS&amp;E business unit generates the remaining 9%. Both business units are strategically focused on meeting the growing demand for innovative filtration products that contribute to cleaner mobility, cleaner air, and cleaner water.</p> <p>MANN+HUMMEL stands for filtration. As part of its focus on this core competence, the company sold the global high-performance plastic parts segment in the year under review to Mutares SE &amp; Co. KG aA. As part of the transaction, the MANN+HUMMEL production sites in Bad Harzburg, Sonneberg (both in Germany) and Laval (France), with around 1,500 employees, were also transferred to Mutares.</p>		

Disclosure Titles

Direct answers

SDG

UNGC

**GRI 201 Economic Performance 2016**

GRI 201-1	Direct economic value generated and distributed	See consolidated financial statements on pages 65-70 of the <a href="#">Annual Report 2022</a>			8
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Our internal Group Risk Management Policy covers Health, Safety, and Environment, as well as climate change topics. Opportunities and risks in this scope are evaluated by Group Treasury and Risk Management.			7
		<b>Rating</b>	<b>No.</b>	<b>Type</b>	<b>Risk avoidance measure</b>
		Critical	1	CO <sub>2</sub> levies	<ul style="list-style-type: none"> <li>Carbon Zero Strategy</li> <li>Improving energy efficiency</li> <li>Internal KPIs energy efficiency rate and CO<sub>2</sub> efficiency rate</li> </ul>
		High	1	Violation of the HSE rules	<ul style="list-style-type: none"> <li>HSE Management System,</li> <li>ISO 45001 implementation</li> <li>ISO 14001 certification of all subsidiaries</li> </ul>
		Medium	5	<ul style="list-style-type: none"> <li>Serious occupational accidents</li> <li>Loss of HSE certification</li> <li>Lack of emergency preparedness</li> <li>Lack of HSE audit program</li> <li>Incomplete waste disposal data</li> </ul>	<ul style="list-style-type: none"> <li>Global Risk Assessment Process</li> <li>Global HSE Audit Program</li> <li>Global Emergency Prep. Process</li> <li>Global HSE Audit Program Review</li> </ul>
		Low	4	<ul style="list-style-type: none"> <li>Environmental pollution</li> <li>Inadequate personnel/plant safety</li> <li>Non-compliance with HSE standards</li> <li>Lack of adequate HSE processes</li> </ul>	<ul style="list-style-type: none"> <li>EDD Process, Chemical Safety Standard</li> <li>Global HSE Audit Program</li> <li>Regional HSE Calls, HSE Audit Program</li> <li>Regional HSE Calls, HSE Audit Program</li> </ul>

We will add an additional climate risk to Alyne (full-suite GRC platform for governance, risk, compliance, ESG, and cyber) in 2023: Physical climate risk for the MANN+HUMMEL locations. (This refers to the expected expenditure required to adapt the locations to climate change in terms of construction, e.g., additional thermal insulation, air-conditioning systems, rainwater cisterns, flood protection, and more.)

## Disclosure Titles

## Direct answers

## SDG UNGC

GRI 201-3 Defined benefit plan obligations and other retirement plans

**Estimated values of the share of pension obligations in the company assets**

	<b>EUR</b>
Bosnia	456,932
France	649,643
Germany	328,871,975
Italy	2,152,378
Mexico	464,375
Poland	639,713
Thailand	50,600
Turkey	234,211
USA	874,782
<b>Total</b>	<b>334,394,609</b>

Not all liabilities relate to pension plans, but also to similar obligations such as severance payments, etc. The values for Brazil, China, Czech Republic, Spain, and India cannot be determined.

Re 201-3 b. see [Annual Report 2022 page 112 and page 113 tables 1 and 2.](#)

[Re 201-3 c. The following applies to Germany: Coverage is checked at the start of benefits \(when the insured event occurs\). If the liability is not fully covered, the difference is paid once at the start of benefits in order to achieve full coverage. The allocation is not applicable to the other regions.](#)

[Re 201-3 d. In France, the employer contributes 5% of salary, the employee 0% . In Germany \(BAV 21\): Employer: 1% of annual payroll tax gross and an additional 3% for the amount above the BBG \(contribution assessment ceiling\). Employees: voluntary, at least 1/160 of the reference amount of the statutory pension insurance, maximum 6 months' basic salary per year. In Italy, employer and employee each contribute 1.56%. In Poland, the employee contributes 2% ; the employer 1.5%. In the USA, the average employee contribution is 5%; however, they can contribute up to 85%. The company contributes a maximum of 4.5%. The allocation is not applicable to the other regions.](#)

Ad. 201-3 e. In France, all employees participate in the pension plan; in Germany, participation is also 100% (binding for all with entry date by December 31, 2020). In Italy, 7% participate; in Poland, 36% and in the USA, 86% of eligible employees participate in the retirement plan. The allocation is not applicable for the other regions.

GRI 201-4 Financial assistance received from government

In the reporting year, EUR 2.7 million (previous year: EUR 3.4 million) was received in government grants. See page 136 of the [Annual Report 2022](#)



## Risk management

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>The aim of MANN+HUMMEL's risk management system is to regularly and continuously identify all material risks to the Group at an early stage, to assess them and estimate their consequences (including countermeasures), and to ensure that the risk management process and its results are adequately documented.</p> <p>In 2022, we further developed the risk management system and automated the standard process to a high degree by implementing a risk management tool. To increase the accuracy of risk assessment, we have enhanced the process so that reported risks are validated in a two-step process. As part of this process, risk coordinators review the extent to which previously reported risks are still valid and the extent to which new risks reported by risk owners are appropriate, taking into account the context of the area of responsibility. After the initial validation, a final review of the reported risks is performed by Corporate Risk Management, taking into account the entire organization.</p> <p>Risk management is integrated into the existing MANN+HUMMEL organization. It covers all organizational units, functions and processes, is based on common standards such as COSO and ISO, and is precisely tailored to MANN+HUMMEL's conditions. It provides optimum support for all those responsible by means of a company-wide planning, reporting and controlling system and precisely defines responsibilities as well as targets and processes. Risk officers are responsible for identifying, assessing, managing, and reporting risks. They reassess their risk situation annually and report their risk portfolio to Group Risk Management.</p> <p>The organizational framework for our risk management is provided by the Group Treasury &amp; Risk Management function. It reports directly to the Group Chief Financial Officer.</p> <p>Based on this information, Group Risk Management determines the Group's current risk portfolio, which is reported to the Executive Committee and the Board of Directors in an annual report with detailed explanations. This includes the mathematical aggregation of risks at the Group level. Similar risks are aggregated and their Group-wide dependency or impact is taken into account to ensure that overarching risks are identified and managed with overarching measures. In addition, significant changes in the assessment of known risks as well as new significant risks are reported at any time and communicated to the Executive Committee on an ad hoc basis.</p>
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Disclosure Titles

Direct answers

SDG

UNGC

**GRI 203 Indirect Economic Impacts 2016**

Disclosure Titles	Direct answers	SDG	UNGC	
GRI 203-1 Infrastructure investments and services supported	Poland	Design and installation of two afterburning systems at the Gostyn plant for cleaning exhaust gases from the tempering furnaces.	The installation of the afterburning systems can save 200,000.m <sup>3</sup> of gas per year. This reduces CO <sub>2</sub> emissions by 1,100 to 1,780 tons of CO <sub>2</sub> per year (depending on the calculation method)	Commercial
	China	Design and installation of solar modules at our LongKou plant in China; the photovoltaic capacity is 3.7 MWp; the annual solar energy generated is 3.8 million kWh and covers 60% of the electricity demand; this reduces the carbon footprint by 3,000 tons per year. The project is externally invested based on a PPA agreement.	The green electricity generated is used by the company itself, but is also fed into the state power grid in a controlled manner. This relieves the public grid during peak periods of industrial power consumption. The local government supports the project.	Commercial
	India	Siddaganga Mutt, Tumkur, Karnataka Establishment of a mini science center (MSC) with 80 models to explain 150 science and math concepts for 8th-11th grade students.	The more than 600 students can gain hands-on experience, learn interactively and independently, and hone their science skills on more than 150 concepts in science and math.	Donations in kind
		Govt. Hospital, Sira, Karnataka Two CTG machines and two bipolar cauterization devices	The infant ward of the state hospital uses the equipment for more than 350 deliveries a month for patients from the surrounding villages.	Donations in kind
		Govt. Hospital, Tumkur, Karnataka Biochemical analysis device	The device is used for the analysis of more than 150 blood samples per day.	Donations in kind
		Govt. Polytechnic, Tumkur, Karnataka Universal testing machine (UTM), bending and shearing machine with software	1,200 students are learning with this device	Donations in kind
		Govt. Schools, Bengaluru rural & Dharwad, Karnataka Establishment of a virtual education platform in two government schools for 8th to 10th grade students.	The project helps 800 8th to 10th grade students understand math, science, and English through everyday examples, particle applications, and demonstrations. The virtual lessons take place in addition to regular classes.	Donations in kind
		Govt. Polytechnic Lisana, Rewari, Haryana Two interactive white boards	Around 1,100 students from various disciplines at the university of applied sciences are benefiting from more effective teaching and learning methods thanks to the installation of smart classrooms.	Donations in kind

Disclosure Titles		Direct answers			SDG	UNGC
GRI 203-1	Infrastructure investments and services supported	India	Govt. Polytechnic, Sira, Tumkuru, Karnataka Basic technical equipment: drilling machine with accessories, threading tool, bench grinder, lathe with accessories, and a universal milling machine with accessories.	The polytechnic was opened only two years ago. Since no machines were available, the students could not acquire any practical knowledge. This project changes that: 542 students can gain practical experience.	Donations in kind	
			Bangalore Medical College [BMC], Bengaluru, Karnataka Laparoscopic equipment	Laparoscopy is a minimally invasive surgery performed in the abdomen or pelvis with camera support. The laparoscope is used for diagnosis or therapeutic procedures; in the present case in over 20,000 patients per year.	Donations in kind	
		Brazil	Quarterly donation to the Community Fund for Children and Youth (FUMCRI) and Seniors (FUMDI)	The money supports nonprofit organizations in the city that help children, youth and seniors.	Charitable	
			Cultural sponsorship - theatrical performances, recycled materials workshop. Sports sponsorship	For children from the community and public schools Free access to sports facilities for wheelchair users, children and young people	Charitable Charitable	
		Tanzania	Construction of a water tower with a capacity of 3,000 liters connected to the municipal water network, which can be filled at night to enable canteen service and cultivation of the village school garden during the day.	Drinking water supply for a remote village that previously only had a government supply two days a week. This meant that the school canteens could not cook for the children.	Charitable	
GRI 203-2	Significant indirect economic impacts	No information to include in report.				

## Sustainable materials | Sustainable supply chains

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Products and services are only sustainable if they are sustainable along the entire value chain, from raw materials to recycling or disposal.</p> <p>Suppliers must strictly comply with our purchasing conditions and the <a href="#">Supplier Code of Conduct</a>.</p> <p>Suppliers of conflict materials such as wolframite, cassiterite, columbite, tantalite or gold are obliged to supply only materials in accordance with the <a href="#">Responsible Minerals Initiative (RMI)</a>. We publish an annual report on these materials for the benefit of maximum transparency.</p> <p>We regularly check compliance with our guidelines and also ask our suppliers to join the EcoVadis cooperation platform in order to have their sustainability measures checked and documented.</p> <p>Measures to ensure sustainability are constantly being expanded and updated; a human rights declaration, an updated code of conduct for suppliers and the appointment of a globally responsible human rights officer are planned for the near future.</p> <p>Reporting is also being significantly expanded in line with the German law on due diligence in the supply chain and the new reporting standard of the UN Global Compact.</p>
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### GRI 204 Procurement Practices 2016

GRI 204-1	Proportion of spending on local suppliers	Information not available
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### GRI 308 Supplier Environmental Assessment 2016

GRI 308-1	New suppliers that were screened using environmental criteria	<p>MANN+HUMMEL expects suppliers to comply with our Supplier Code of Conduct, to which we refer in every order. This is the basis for cooperation and defines our expectations of social and environmental standards.</p> <p>In the year under review, 69% of new suppliers with a purchasing volume of more than €3,000 in the Transportation business unit were audited against social and environmental criteria. The number of audits carried out is to be further increased by improving processes and data quality.</p>
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	<p>As a part of MANN+HUMMEL's sustainable procurement program, a regular risk assessment of all active suppliers is conducted. (In 2022, MANN+HUMMEL's Transportation business unit has around 8,500 active suppliers, thereof around 2,200 suppliers for Production material). The suppliers are screened for potential environmental risk based on industry risks, country risks, but also economic relevance to MANN+HUMMEL. Of the active suppliers, 6,862 suppliers were assessed for environmental impacts. 187 suppliers were identified as having significant potential negative environmental impacts.</p> <p>To mitigate potential risks of the initial assessment, we request our suppliers to conduct an extensive CSR assessment on the collaboration platform EcoVadis. This platform enables suppliers to provide their customers with the most important data concerning their sustainability strategy and processes. Even better, business partners can share the results with other business partners, which is a benefit for the supplier.</p> <p>No relationships were terminated. There is no data available to identify significant actual and potential negative environmental impacts in the supply chain.</p>

Disclosure Titles

Direct answers

SDG

UNGC

**GRI 414 Supplier Social Assessment 2016**

GRI 414-1 New suppliers that were screened using social criteria See [GRI 308-1](#)

GRI 414-2 Negative social impacts in the supply chain and actions taken See [GRI 308-2](#)

Disclosure Titles

Direct answers

SDG

UNGC

## Anti-corruption & Anti-competitive Behavior

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See <a href="#">Compliance</a>			10
		Protecting our Intellectual Property and respecting the Intellectual Property of others is of great importance to MANN+HUMMEL. Protecting the ideas and innovations that our creative minds around the globe come up with contributes to the success of our products and services and supports our vision - Leadership in Filtration. Avoidance of third-party Intellectual Property contributes to the reduction of financial risks and helps to conduct a sustainable business. IP activities can be clustered in the following categories: IP-Generation and Portfolio Management, IP-Enforcement, IP-Defense, and IP-Transactions. Processes and forms supporting various processes in these clusters are established with focus on the most relevant types of registered IP: Patents, Trademarks and Designs.			

### GRI 205 Anti-corruption 2016

GRI 205-1	Operations assessed for risks related to corruption	In the reporting year, 72 relevant audit sites were assessed as part of the annual audit plan. The respective audit population included the Corruption Perception Index (CPI) as one of the selection criteria. Subsequently, 27 of the 72 (37.5%) sites were part of internal audits where the audit process examined any corruption risks within the processes included in the audit scope. Significant corruption risks were identified at one of the audited sites. The results were sent to the Executive Board with the audit report.	16		10
GRI 205-2	Communication and training about anti-corruption policies and procedures	Newly hired employees receive on-boarding training sessions. Two compliance training sessions were offered in the reporting year and two in the previous year; 4,483 employees took part in 2022.	16		10
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in the reporting year.	16		10



Disclosure Titles

Direct answers

SDG UNGC

**GRI 206 Anti-competitive Behavior 2016**

GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		2022	2021
	Legal violations/convictions not yet enforced in the reporting period	Number	2	2
	Legal violations/legally effective convictions in the reporting period	Number	1	1
	Legal violations/convictions not yet legally effective in the reporting period - Potential fines	Mio. EUR	0	43,34
	Legal violations/legal convictions in the reporting period - Fines paid	Mio. EUR	0	0

An antitrust case in Brazil remains pending.

Disclosure Titles

Direct answers

SDG

UNGC

**(Tax) transparency****GRI 3 Material Topics 2021**

GRI 3-3 Management of material topics See page 62 of [Annual Report 2022](#) (“Taxes”), as well as GRI 207-3 and 207-4 (below)

**GRI 207 Tax 2019**

GRI 207-1 Approach to tax See [Annual Report 2022](#) page 62 “Taxes” 1,10

GRI 207-2 Tax governance, control, and risk management See page 54 “Opportunity and risk report” and page 62 “Taxes” of the Management Report of the [Annual Report 2022](#) 1,10

GRI 207-3 Stakeholder engagement and management of concerns related to tax The basis for tax compliance are transparency and appropriate documentation. MANN+HUMMEL communicates openly and trustfully with our stakeholders, especially with all responsible statutory authorities. A professional and transparent relationship with all tax authorities and an open exchange of information is part of our spirit of cooperative compliance. We monitor the development of legislation in the countries in which we operate in order to respond appropriately, as well as to the prevailing discussions among the various stakeholders involved in the topic of taxation. We actively participate in the tax committees of the respective institutions, which aim to ensure both a fair share of tax payments while at the same time taking into account the needs of the companies. 1,10

GRI 207-4 Country-by-country reporting In compliance with the OECD BEPS Actions, and in line with the existing EU Directive (2016/881) and German tax law, MANN+HUMMEL International GmbH & Co. KG prepares a Country-by-Country report (CbCR) and provides it to the German tax authorities. Due to tax confidentiality, MANN+HUMMEL does not publish this CbCR. The necessary transparency is ensured with the tax authorities, which can assess the figures and data pursuant to applicable tax law regulations. 1,10



## Ecology | Environmental Impact

MANN+HUMMEL is committed to protecting the environment from pollution and to reducing environmental hazards and risks to an acceptable level.

Our commitment to the UN Global Compact and the SDGs of the United Nations as well as international standards, associations or laws provide us with the framework for action. In 2050, we want to be CO<sub>2</sub>-neutral along the entire value chain. For the manufacture of our products, we currently still rely on thermal processes using fossil fuels.

Our goal, however, is to achieve CO<sub>2</sub>-neutral production in the middle of the next decade. In addition, we want to reduce our need for raw materials and consumables to a minimum and ensure compliance with human and environmental rights in our supply chain.

The principle of circular economy as a basic component of our material requirements is our guiding principle here.

Disclosure Titles

Direct answers

SDG UNGC

**Material Management/Resource efficiency****GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	<p>MANN+HUMMEL pursues the goal of establishing a circular economy from the procurement of input materials to the end of the product's service life. Our goal is to reduce the need for "virgin materials" and to achieve maximum recyclability. This includes both the origin of the materials and the recyclability at the end of use of our products.</p> <p>Our challenge with filtration media in the context of recyclability: Our products separate the useful from the harmful. Our filters clean the air we breathe or the water we drink. In this way, our products contribute to the achievement of SDG 3 (Health and Well-being) or SDG 6 (Clean Water). However, this comes at a price: The elements of a filter that come into contact with the contaminated media and perform the cleaning task are currently recyclable only to a limited extent. Here, too, we are working on solutions.</p> <p>To this end, we have defined a focus topic as part of our sustainability strategy. In the dimensions "Materials from sustainable sources", "Material efficiency", "Secondary first" and "Waste prevention and recyclability in the downstream life cycle". With interdisciplinary teams and external partners, we are working on solutions to obtain our raw materials from sustainable sources, reduce the quantities required for production and packaging, steadily increase the proportion of recycled materials used, and launch recyclable products on the market.</p> <p>In this way, we are pursuing the transformation goal of the EU Green Deal to a circular economy by the year 2050 and to make a significant contribution to UN SDG Goal 12 "Sustainable Consumption and Production".</p>
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**GRI 301 Materials 2016**

GRI 301-1	Materials used by weight or volume	Information not available.
GRI 301-2	Recycled input materials used	Information not available.
GRI 301-3	Reclaimed products and their packaging materials Glossary	Information not available.

Disclosure Titles

Direct answers

SDG UNGC

**Energy use (own operations/upstream)****GRI 3 Material Topics 2021**

GRI 3-3 Management of material topics MANN+HUMMEL is a globally active company with 64 of its own production sites. With the help of energy, filtration solutions are produced from supplied raw materials and semi-finished products. The main, own energy sources are electricity (approx. 2/3 Scope 2) and gas (approx. 1/3 Scope 1).

With its Carbon Zero Strategy, MANN+HUMMEL is pursuing the goal of “CO<sub>2</sub> neutrality along the entire value chain” by the year 2050, thereby supporting the EU Green Deal target of CO<sub>2</sub> neutrality for Europe and the other regions of our business activities and supporting SDG 12.

In the context of energy, our Carbon Zero Strategy consists of two elements: increasing energy efficiency and gradually switching to renewable energy. We will convert our electricity demand to “100% electricity from renewable sources” by 2025 through renewable energy tariffs, power purchase agreements (PPAs), or renewable energy certificates (EACs). In parallel, we are working to increase energy efficiency and reduce our energy demand in Scope 1 & 2) with specific targets for each region. In 2022, the target of a planned saving of 4% (target) was significantly exceeded with a reduction of 6% (actual). Specific targets have also been set by the management for the coming years.

**GRI 302 Energy 2016**

GRI 302-1	Energy consumption within the organization		2022	2021	2020	12,13	7,8,9
<b>Locations Transportation (incl. Headquarter)</b>		Number	32	37	37		
	Locations with ISO 14001-certification	Number	30	35	35		
	Coverage of ISO 14001-certification, based on locations	%	94	95	95		
	Coverage of ISO 14001-certification, based on production output	%	100	100	100		
	Energy Efficiency	kWh/PO	0,25	0,27	0,3		
<b>Locations LS&amp;E</b>		Number	26	21	0		
	Locations with ISO 14001-certification	Number	4	3	0		
	Coverage of ISO 14001-certification, based on locations	%	15	14	0		
	Coverage of ISO 14001-certification, based on production output	%	26	21	0		
	Energy Efficiency	kWh/PO	0	0	0		

Disclosure Titles	Direct answers					SDG	UNGC
GRI 302-1	Energy consumption within the organization					12,13	7,8,9
			<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>Change vs. previous year</b>	
	<b>Total energy consumption</b>	GWh	668	705	584	-37	
	thereof from non-renewable sources	GWh	522	637	583	-114	
	thereof electricity consumption from fossil sources incl. nuclear energy	GWh	247	348	342	-101	
	thereof offset by CO <sub>2</sub> certificates	GWh	239	0	0	239	
	thereof natural gas consumption	GWh	272	278	226	-8	
	thereof fuel oil/diesel consumption	GWh	6	9	5	-3	
	thereof LPG/propane consumption	GWh	7	6	7	-0	
	thereof gasoline	GWh	0	4	0	0	
	thereof district heating	GWh	3	5	3	-1,785	
	thereof from renewable sources	GWh	121	48	1	74	
	thereof renewable electricity (external procurement)	GWh	118	45	0	74	
	thereof renewable electricity (own generation)	GWh	1	1	0	0	
	thereof solar thermal (own generation)	GWh	0	0	0	-0	
	thereof geothermal energy (own generation)	GWh	1	2	1	-0	
	thereof biogas consumption (possible shares in natural gas as well)	GWh	0	0	0	-0	
	thereof bio-heating oil/bio-diesel consumption	GWh	0	0	0	0	
	thereof bio-LPG/bio-propane consumption	GWh	0	0	0	0	
	thereof organic biofuel/bioethanol	GWh	0	0	0	0	
	thereof district heating generated from renewables	GWh	0	0	0	0	
	Electricity consumption	GWh	366	393	342		
	Correction for countries with 100% green power tariffs	GWh	-16	0	0	0	
	Electricity consumption, to compensate	GWh	350	0	0	0	
	thereof offset by CO <sub>2</sub> certificates	GWh	357	0	0	357	
	Compensation rate through EAC	%	102			0	
	Thermal energy consumption	GWh	n.v.	n.v.	n.v.		
	Cooling energy consumption	GWh	n.v.	n.v.	n.v.		
	Steam consumption	GWh	0	0	0	0	
	Energy consumption outside the organization	GWh	n.v.	n.v.	n.v.		
	Reduction of energy requirements for products and services	GWh	n.v.	n.v.	n.v.		

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics				
Disclosure Titles	Direct answers					SDG	UNGC		
GRI 302-2	Energy consumption outside of the organization	No data is available on energy consumption outside the organization.					8,12,13	7,8,9	
GRI 302-3	Energy intensity				<b>2022</b>	<b>2021</b>	<b>2020</b>	8,12,13	7,8,9
	Total energy intensity	GWh/Mio. EUR		0.14	0.16	0.15			
GRI 302-4	Reduction of energy consumption				<b>2022</b>	<b>2021</b>	<b>2020</b>	12,13	7,8,9
	Change in total energy consumption compared with previous year	%		-6.0	15.9	n.v.			
GRI 302-5	Reductions in energy requirements of products and services	No related data is currently available to give any company-wide conclusions. We are currently working on establishing methods to have a first assessment of the overall CO <sub>2</sub> footprint of our products and therefore plan to provide information for the 2023 CSR report.							

## Water management

### GRI 3 Material Topics 2021

GRI 3-3	Management of Material Topics	MANN+HUMMEL is committed to protecting the environment from pollution, eliminating environmental hazards and reducing environmental risks to an acceptable level. We have introduced global standards to prevent soil and groundwater contamination and the pollution of water bodies in order to protect habitats. In parallel, we aim to reduce water demand. To this end, we have introduced global monitoring and control instruments. In our Supplier Code of Conduct, we call on our suppliers to introduce comparable standards and also anchor them in their supply chain. In order to externally validate our status and progress in dealing with water and wastewater and to develop further in this area, MANN+HUMMEL joined the CDP Water Security Program in this reporting period. The initial assessment according to the CDP Water Security Rating Scheme was completed with a "C" rating. The potential for improvement identified in the rating was evaluated and incorporated into environmental management.						7,8,9
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### GRI 303 Water and Effluents 2018

GRI 303-1	Interactions with water as a shared resource	Water stress levels for the various sites were assessed (Aqueduct Water Risk Atlas). The results and the identified risks and opportunities are part of the Alyne Risk Report.						6	7,8,9
GRI 303-2	Management of water discharge-related impacts	In accordance with local legal requirements and water law permits, the individual sites monitor wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, which is treated in the company's own wastewater treatment plants. No fixed parameters are defined; each site has individual regional parameters.						6	7,8,9





Disclosure Titles	Direct answers				SDG	UNGC		
GRI 303-4	Water discharge			<b>2022</b>	<b>2021</b>	6	7,8,9	
	Water recirculation, total	m <sup>3</sup>		607,301	589,983			
	thereof surface water	m <sup>3</sup>		66,688	84,504			
	thereof ground water	m <sup>3</sup>		0	0			
	thereof sea water	m <sup>3</sup>		0	0			
	thereof water from a third party	m <sup>3</sup>		483,875	471,627			
	Depending on local legal requirements and water law permits, the sites carry out monitoring of wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, treated in our own purification plants. No fixed intervals are defined; every site is specific.							
GRI 303-5	Water consumption			<b>2022</b>	<b>2021</b>	6	7,8,9	
	Total consumption of water from all areas	m <sup>3</sup>		11,841	8,142			
	Total consumption of water from areas with high or very high water stress	m <sup>3</sup>		5,210	n.v.			

Disclosure Titles

Direct answers

SDG

UNGC

**Biodiversity (e.g., land use)****GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	Our goal is to reduce the impairment, especially of protected and biodiversity-sensitive habitats on our company premises to zero. Within MANN+HUMMEL, the relevant departments such as Real Estate, HSE, Plant Management, Logistics, and Production work closely together to meet this responsibility. When procuring raw materials, we pay attention to responsible sources and business partners. In the coming years, we will develop appropriate framework conditions for our core raw materials and integrate them into our supply chain to meet our responsibilities. In the next two years, we will expand the necessary management systems and establish global control instruments.	
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**GRI 304 Biodiversity 2016**

GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All MANN+HUMMEL production sites are located outside a 5 km radius of protected areas and areas of high biodiversity value.	14,15
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Currently there is no process established to monitor direct or indirect impacts on biodiversity on a global level.	14,15
GRI 304-3	Habitats protected or restored	Currently there is no process established to monitor activities for habitats on a global level.	

Disclosure Titles

Direct answers

SDG UNGC

## Climate Change

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>MANN+HUMMEL is an industrial manufacturing company, which means we inevitably require energy to produce our goods. As a result, we consume natural resources, resulting in CO<sub>2</sub> and other emissions. We are aware that our value-added process has an impact on the environment and are continuously working to minimize this.</p> <p>In 2021, we adopted our company-wide climate protection strategy, "Carbon Zero". It envisages that we will operate in a CO<sub>2</sub>-neutral manner along the entire value chain by 2050. We aim to achieve this target in our production operations by 2035. In addition to the business sectors that significantly influence the Group's carbon footprint, our employee representatives were also involved in developing the climate protection strategy.</p> <p>With our Carbon Zero Strategy, we are consistently pursuing the path to becoming a climate-neutral company and thus contributing to achieving the Paris Climate Agreement and the United Nations' Sustainability Development Goal 13, "Climate action". To bring our "Carbon Zero" strategy to life, we have defined a road map. In it, we have defined medium- and long-term milestones for our climate protection activities and set out the levers and tools that will help us achieve these goals. Four levers have been defined for achieving the targets: Energy efficiency, renewable energies, sustainable supply chains, and sustainable products.</p>
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Disclosure Titles

Direct answers

SDG UNGC

**GRI 305 Emissions 2016**

GRI 305-1 Direct (Scope 1) GHG emissions

		2022	2021	2020
<b>Total greenhouse gas emissions</b>	1,000 t CO <sub>2</sub>	1,653	2,037	1,816
Greenhouse gas intensity change from previous year	%	-19	12	n.v.
Greenhouse gas intensity, total	t CO <sub>2</sub> /Mio, EUR	343	485.0	477.9
Greenhouse gas emissions, by source	1,000 t CO <sub>2</sub>		2	
Own greenhouse gas emissions, total (Scope 1 + 2 market-based)	1,000 t CO <sub>2</sub>	221	198	220
Greenhouse gas emissions (Scope 1)	1,000 t CO <sub>2</sub>	65	66	47
Greenhouse gas emissions (Scope 2 market-based)	1,000 t CO <sub>2</sub>	167	143	173
Greenhouse gas emissions (Scope 2 location-based)	1,000 t CO <sub>2</sub>	211	217	n.v.
Greenhouse gas emissions (Scope 3.1) purchased goods and services	1,000 t CO <sub>2</sub>	1,231	1,562	1,596
Greenhouse gas emissions (Scope 3.3) fuel and energy-related emissions	1,000 t CO <sub>2</sub>	27	50	n.v.
Greenhouse gas emissions (Scope 3.4) Transportation and distribution (upstream)	1,000 t CO <sub>2</sub>	116	124	n.v.
Greenhouse gas emissions (Scope 3.6) Transportation and distribution (upstream)	1,000 t CO <sub>2</sub>	3	2	n.v.
Greenhouse gas emissions (Scope 3.7) Transportation and distribution (upstream)	1,000 t CO <sub>2</sub>	25	26	n.v.
Greenhouse gas emissions (Scope 3.9) Transportation and distribution (downstream)	1,000 t CO <sub>2</sub>	23	67	n.v.
Nitrogen oxides (NOx)	t	n.v.	n.v.	n.v.
Sulfur dioxide (SOx)	t	n.v.	n.v.	n.v.
Fine particles	t	n.v.	n.v.	n.v.
Emissions of ozone-depleting substances	t	n.v.	n.v.	n.v.

Note: The values for 2020 have been adjusted. The calculation of greenhouse gas emissions is based on the emission factors of the VDA (2017) and the Probas database of the German Federal Environment Agency. Supplier-specific emission factors were used to determine Scope 2 (market-based).

Scope 3.1, Scope 3.4 and Scope 3.5 greenhouse gas emissions are calculated using an accepted input-output model. This model uses the multiregional input-output accounting method and quality-assured data from international environmental, resource, and social statistics (OECD, BEA, World Bank indicators, and EXIOBASE).

Scope 3.3: See next page

12,13

Disclosure Titles	Direct answers	SDG	UNGC
GRI 305-1 Direct (Scope 1) GHG emissions	Scope 3.3 greenhouse gas emissions are calculated using DEFRA emission factors (2022) and German Federal Environment Agency emission factors (2021, renewable energy emission balance). The calculation of upstream chain emissions and T&D losses is based on the emission sources considered for Scope 1 (natural gas, heating oil, propane, methanol) and Scope 2 (electricity, district heating). The correction of the previous year's emissions results from a methodology adjustment to calculate the KTT factor for energy sources in the emission factor sources used (DEFRA and UBA) in order to more appropriately account for indirect emissions. The year-on-year increase in emissions in the area of transport and distribution was mainly due to the massive disruptions to global supply chains caused by the COVID-19 pandemic. Due to the poor availability of sea freight, we had to make increased use of special air freight shipments to avoid interruptions to production processes. The 2021 figure is based on a current projection.		
GRI 305-2 Energy indirect (Scope 2) GHG emissions	See <a href="#">GRI 305-1</a>	12,13	
GRI 305-3 Other indirect (Scope 3) GHG emissions	See <a href="#">GRI 305-1</a>	12,13	
GRI 305-4 GHG emissions intensity	See <a href="#">GRI 305-1</a>	13	
GRI 305-6 Emissions of ozone-depleting substances (ODS)	No data is collected on a global basis.	12	
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	MANN+HUMMEL operates corresponding plants at some production sites where these parameters are relevant (e.g., painting plants). The relevant sites, e.g., Marklkofen or Zaragoza (MHES) have installed corresponding monitoring programs in order to ensure compliance with the emission limits. Exceedances are recorded and controlled via the HSE Alert System. In 2022, there were no corresponding HSE alerts.  The respective target values and thresholds are derived from the local regulations for the operation of these plants. There are currently no global metrics, KPIs, or global targets for the reduction of air emissions.	12	

Disclosure Titles

Direct answers

SDG UNGC

## Operational waste management incl. waste water

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	MANN+HUMMEL aims to minimize hazardous waste by continuously reviewing and improving production processes and returning waste to material cycles whenever possible and lawful. MANN+HUMMEL has implemented global indicators for recycling rates and waste efficiency to manage waste performance. Targets are set at global, regional, and local levels.
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### GRI 306 Waste 2020

GRI 306-1	Waste generation and significant waste-related impacts		Change vs. previous year				3,6,12	7,8,9
			2022	2021	2020	year		
		Waste generation, total	1,000 t	77.5	79.5	70.8	-2.5%	
		thereof hazardous waste	1,000 t	1.9	2.1	n.v.	-10%	
		thereof non-hazardous waste	1,000 t	72.5	75.8	n.v.	-4%	
		thereof waste for disposal	1,000 t	3.6	2.8	3.8	-28%	
		thereof waste for recycling	1,000 t	73.9	76.7	67.0	-4%	
		thereof scrap and metals, total	1,000 t	37.4	42.7	38.7	-12%	
		Recycling rate, total (material+thermal)	%	95.8	96.8	94.6	1%	
		Waste intensity (tons per million EUR production output)		16.1	18.9		-15%	
GRI 306-2	Management of significant waste-related impacts	Waste management is defined within our documented business management system (MMS ) in the Non-Production Material Procurement Instruction document. This document clarifies selection of and audits at disposal companies. Audit reports are created according to internal procedures: Health, Safety and Environmental Audits and Disposal Audit Plan for Hazardous and Non-Hazardous Waste Categories.						3,6,12 7,8,9
GRI 306-3	Waste generated							3,6,12 7,8,9
		Waste generation, total	1,000 t	74.5	77.9			

Disclosure Titles	Direct answers				SDG	UNGC		
GRI 306-4	Waste diverted from disposal		<b>2022</b>	<b>2021</b>	<b>2020</b>	3,12	7,8,9	
	Waste for recycling	1,000 t	71.3	75.2	67.0			
	The waste volumes listed here relate to the Transportation division; waste volumes from the LS&E division are not included.							
GRI 306-5	Waste directed to disposal		<b>2022</b>	<b>2021</b>	<b>2020</b>			
	Waste for disposal	1,000 t	3.2	2.7	3.8			
	The waste volumes listed here relate to the Transportation division; waste volumes from the LS&E division are not included. Waste that has been thermally recycled is still included in category 306-4.							





## Employees and Social Affairs

“Zero violations against human rights”

Human rights and compliance with them are a matter of course for MANN+HUMMEL. As an internationally active group, diversity in all its forms is a daily practice.

This is also reflected in our membership of the UN Global Compact: We do not tolerate child or forced labor or any form of discrimination.

As an employer, the health of our employees and customers always comes first. We also expect our suppliers to comply with these values and requirements.

## New work (e.g., flexible working conditions, work from home)

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>We want to stand out as an attractive employer in the competition for qualified specialists and workers. Our Management Policy states: "We are committed to taking responsibility for our employees and offering them a first-class working environment." We promote the talents of our employees and adopt a corporate culture based on a spirit of partnership that meets employees' needs.</p> <p>Our Code of Conduct describes our efforts to offer all employees opportunities for personal and professional development. For MANN+HUMMEL, a corporate culture based on a spirit of partnership also means that business decisions, strategic plans, and structural changes must be effectively communicated. That is why we inform our employees about innovations at the right time and involve employee representatives in change processes at an early stage and in accordance with the relevant legal and collective agreement requirements. In Germany, MANN+HUMMEL supports the works council in holding a meeting of all members yearly, including a report from management. (Source: <a href="https://www.mann-hummel.com/en/career/life-at-mann-hummel.html">https://www.mann-hummel.com/en/career/life-at-mann-hummel.html</a>)</p> <p>We believe in enablement, empowerment, and trust. At MANN+HUMMEL we are convinced that "Everybody has talent", which also forms the foundation of our talent management approach.</p> <p>Not everyone has a leadership profile or wants to become a leader. Some do have the skill and talent to develop in an expert or a project career and others more qualify for cross-functional or job family-specific careers. We develop and manage our talents along our business needs to ultimately achieve our goals – today and in the future.</p> <p>We believe in the concept of diversity and Co-Creation by means of involving a variety of stakeholders with different personal and professional profiles in the talent management &amp; development process.</p> <ul style="list-style-type: none"> <li>▪ We capitalize on the skills, personal initiative, and fairness of our employees and place great importance on flat hierarchies. We support you in following your personal career path through personalized qualification programs.</li> <li>▪ We consider the needs of our employees one of our main priorities. As an employer, we would like to meet these needs in the best way possible.</li> <li>▪ We see job satisfaction and the personal life planning of our employees as a key priority. The promotion of health and healthcare is therefore just as important to us as your company pension scheme.</li> <li>▪ Flexible working-time models enable you to reconcile your professional and private life, for an optimal work life balance.</li> <li>▪ We firmly believe that each and every employee brings their own specific skills to the table, which is why we provide you with the requisite support in line with your expertise and aptitudes, regardless of the area you work in. By doing so, we give you the necessary scope to hit the ground running, both in your personal and your professional life.</li> </ul>
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For more Information see [Life at MANN+HUMMEL](#)

Disclosure Titles

Direct answers

SDG UNGC

**GRI 401 Employment 2016**

GRI 401-1	New employee hires and employee turnover		2022	Europe	Americas	Asia-Pacific	8
		<b>Fluctuation</b>	<b>9.91</b>	<b>5.97</b>	<b>18.15</b>	<b>10.52</b>	
		<b>Entries, total (excl. apprentices, trainees, temporary workers)</b>	<b>6,562</b>	<b>2,355</b>	<b>3,573</b>	<b>634</b>	
		thereof women	2,618	1,086	1,346	186	
		thereof women in the age group < 30 years	1,222	520	620	82	
		thereof women in the age group 30-50 years	1,189	471	616	102	
		thereof women in the age group > 50 years	207	95	110	2	
		thereof men	3,581	1,268	1,865	448	
		thereof men in the age group < 30 years	1,740	628	853	259	
		thereof men in the age group 30-50 years	1,553	537	833	183	
		thereof men in the age group > 50 years	288	103	179	6	
		thereof other/non-binary					
		thereof not disclosed			362		
		thereof without age specification		1			
		<b>Leavings, total</b>	<b>6,940</b>	<b>2,119</b>	<b>4,333</b>	<b>488</b>	
		thereof women	2,724	926	1,649	149	
		thereof women aged < 30 years	1,012	345	637	30	
		thereof women aged 30-50 years	1,328	444	771	113	
		thereof women aged > 50 years	384	137	241	6	
		thereof men	4,110	1,193	2,578	339	
		thereof men aged < 30 years	1,400	398	899	103	
		thereof men aged 30-50 years	1,919	492	1,199	228	
		thereof men aged > 50 years	791	303	480	8	
		thereof other/non-binary			7		
		thereof not disclosed					
		thereof without age specification					

Fluctuation: The figures are based on the fluctuation per country, followed by the average per region and then the Group average.

Disclosure Titles	Direct answers	SDG	UNGC
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The scope of company benefits in the MANN+HUMMEL Group differs according to (national) companies and regions. The company benefits for employees of the German companies of MANN+HUMMEL GmbH and MANN+HUMMEL International GmbH &amp; Co. KG are presented here as an example. These company benefits include supplementary health insurance, eldercare, canteen, company car (depending on function), subsidized bicycle leasing, company doctor, company pension scheme, sports groups, and others.</p> <p>We offer part-time employees the same benefits as full-time employees; however, they are partially subsidized in proportion to their working hours. In some cases, these benefits are also available to temporary employees.</p>	3,8	6
GRI 401-3 Parental leave	The MANN+HUMMEL Group's "parental leave" policies vary by national companies and regions, and are primarily based on statutory provisions and regulations. No global data collection was conducted in the reporting year.	5,8	6

## Occupational health & safety incl. wellbeing

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Safety First, Quality Always!</p> <p>No workplace accidents is our goal. We prioritize holistic occupational health and safety. MANN+HUMMEL takes responsibility for employee safety, ensures legal compliance, and promptly addresses grievances.</p> <p>MANN+HUMMEL's management policy outlines the guiding principles for our business and the application of the MANN+HUMMEL Management System (MMS). It also sets the framework for achieving the company's strategic objectives. This policy is essential for our certification to the management system standards ISO 9001, IATF 16949, ISO 14001 and ISO 45001, and applies to all MANN+HUMMEL employees.</p>
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### GRI 403 Occupational Health and Safety 2018

GRI 403-1	Occupational health and safety management system	<p>The Management Policy of MANN+HUMMEL describes the guiding principles for our business and for applying the MANN+HUMMEL Management System (MMS). It also describes the framework for setting and meeting the business' strategic objectives. It is a fundamental requirement for our certification to the ISO 9001, IATF 16949, ISO 14001 management system standards, and ISO 45001. It is applicable for all MANN+HUMMEL employees.</p> <p>The requirements of these standards are ISO 45001 for Occupational Health and Safety Management Systems. The globally applicable standard formulates the requirements for occupational health and safety management systems. The requirements of these standards are supplemented by applicable legal, regulatory, and customer requirements.</p> <p>At locations with several legal entities or several business units, a location manager is appointed who has overall responsibility for the entire location. In general, the top management (MBC) is responsible for occupational health &amp; safety and environmental (HSE) protection issues. The MBC delegates operational responsibility to the respective general managers and plant managers. This delegation takes place in written form and in consideration of local legal requirements. At these locations, the following regulations are observed: The HSE Specialists are appointed for all legal entities/business units operating at the location and report to the location management. In the case of plant-specific appointments, a different regulation is possible (e.g., emission protection, laser protection). The local H&amp;S committee is appointed for the entire location. Representatives of all legal entities/business units at the location must be represented in this Health &amp; Safety committee. The scope of HSE-relevant documents includes all legal entities/business units located at the site. In the case of technically specific documents, a different regulation is possible. HSE-relevant KPI are calculated for the entire location. In addition, these KPI can also be calculated for individual legal entities/business units.</p> <p><a href="#">Certificates overview</a></p>	8
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Statement of the Board	GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles	Direct answers			SDG	UNGC
GRI 403-2	Hazard identification, risk assessment, and incident investigation	<p>The following HSE-relevant procedures are stored within the MANN+HUMMEL Management System (MMS). They are of confidential nature and for internal use only. Therefore, it's only possible to provide a high-level reference within this report.</p> <p>Health, Safety &amp; Environmental Risk Management Procedure The purpose of HSE risk management is to identify and evaluate HSE issues, hazards, risks and opportunities with the goal of eliminating, substituting or controlling potential negative impacts of planned activities before they occur so that risk-reducing activities can be planned and implemented.</p> <p>Investigation of HSE Related Incidents and Occupational Illnesses Procedure This procedure defines the activities and responsibilities for the preparation, execution, and documentation of incidents, like near misses, first aid cases, accidents, emergencies, or occupational illnesses as well as the implementation of the necessary countermeasures developed during the incident investigation.</p>		8	
GRI 403-3	Occupational health services	During the reporting year, 30 sites cooperated with occupational health service providers (internal or external).		8	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The MANN+HUMMEL HSE Standards address Health, Safety, and Environmental Protection. They support the MANN+HUMMEL Group Management Policy. The HSE Standards are an integral element of MANN+HUMMEL's commitment to Sustainable Development as it is outlined in the MANN+HUMMEL FILTER values as well as in the internal Corporate Business Manual.</p> <p>This policy covers all HSE Governance aspects of MANN+HUMMEL's business along the value chain that have the potential to significantly impact HSE. Specific principles related to HSE, as described in the Group Management Policy and the HSE Big Rules (created in 2016, practiced at all sites and are part of team meetings and actions; they raise awareness of the responsibility that each individual also bears for health protection and occupational safety and are binding for all employees) commit MANN+HUMMEL to keeping risks as low as reasonably achievable, complying with and moving beyond legal requirements where appropriate, and continually improving the overall HSE performance. Specific regional and local procedures and instructions may be necessary elements for the implementation. The HSE Policy is an integrated part of the Group Management Policy, the Code of Conduct of the MANN+HUMMEL Group, and the HSE Big Rules. The HSE Policy applies to all MANN+HUMMEL locations as described in the internal MANN+HUMMEL Corporate Business Manual. The Management Board Committee (MBC) ensures the involvement and participation of employees/employee representatives in any revision of the Management Policy. Regular meetings (local, regional, global) which serve the communication of HSE-relevant topics are listed in the Corporate Quality HSE Governance Plan in tabular form, incl. defined frequencies, hosts, and participants. Additionally, HSE topics are an integral part of any ad hoc or regular operations team meeting to ensure the highest levels of health protection and safety as well as environmental protection.</p> <p>Relevant HSE topics are, e.g.,</p> <ul style="list-style-type: none"> <li>▪ adaptations and planned changes in the design of work areas, processes</li> <li>▪ relevant changes of HSE procedures and regulations</li> <li>▪ results of HSE risk assessments</li> <li>▪ results of root cause assessments resulting from incidents or near misses</li> <li>▪ status of HSE KPI performance</li> <li>▪ suggestions for improvement activities</li> <li>▪ status of corrective or preventive actions</li> </ul> <p>The communication of HSE-relevant topics with the general works council and the local employee representatives takes place at numerous different levels and is described in several internal procedures. Optionally, additional required processes for consultation and participation of employees and employee representatives are defined at local level.</p>		8	6

Statement of the Board	GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles	Direct answers			SDG	UNGC
GRI 403-5 Worker training on occupational health and safety	<p>General Rules are defined in our internal HSE Governance Policy. Based on task related competencies and qualifications, the employees are familiarized with HSE-related hazards, risks, and regulations. This ensures that all employees are sufficiently qualified and instructed referring to their task to make them aware of the impact of their actions or omissions on HSE-relevant aspects.</p> <p>The introduction, e.g., for new employees, includes HSE topics, comprising:</p> <ul style="list-style-type: none"> <li>▪ HSE Policy</li> <li>▪ HSE objectives and the employees' contribution to the effectiveness of the HSE Management System</li> <li>▪ HSE requirements, responsibilities and tasks</li> <li>▪ Actual and potential effects of, hazards and risks related to the work performed and potential consequences of deviations</li> <li>▪ Protective measures and lessons learned from incidents and</li> <li>▪ Emergency preparedness</li> </ul> <p>The relevant supervisor is responsible for the instruction and its documentation. Generally, the introduction of HSE-relevant content should be repeated periodically according to the local regulations incl. the check of effectiveness of it, e.g., by observation of behavior, interviews, or examination.</p> <p>All internal and external training and instructions are planned, performed, and recorded according to internal procedure "Training and Awareness", which governs how training is approached at MANN+HUMMEL.</p> <p>Contractors receive sufficient instructions regarding protective HSE measures before entering the premises, based on internal procedure management of external contractors working on the premises of MANN+HUMMEL. For visitors, local regulations are in place and applied.</p> <p>The organization of HSE-relevant training is included in the global training procedure "Training and Awareness". In the internal HSE Training Academy multiple training presentations are available with the focus on global HSE procedures.</p>			8	
GRI 403-6 Promotion of worker health	Global requirements for the implementation of local health promotion programs are defined in our HSE Governance Policy.			3	6
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Mitigation of occupational health and safety risks directly linked by business relationships are outlined in our internal HSE Governance Policy.			8	



Disclosure Titles	Direct answers		2022	2021	2020	SDG	UNGC
GRI 403-8	Workers covered by an occupational health and safety management system					8	
	Number of production & development sites incl. headquarters with ISO 45001	Number	25	21	18		
	Degree of ISO 45001 coverage (based on sites)	%	78	57	49		
	Degree of ISO 45001 coverage (in relation to employees)	%	60	53	45		
	Degree of ISO 45001 coverage (based on production output)	%	83	74			
GRI 403-9	Work-related injuries					3,8	
	Lost Time Incidents (LTIR)	LTIR	2.4	2.7	3.1		
	Fatal incidents	Number	1	0	0		
	Total number of incidents causing lost days and restricted days	Number	92	118	n.a.		
	LTIR: Measured by Lost Time Injury Rate, i.e., accidents at work resulting in one or more lost working days per million hours worked. Employees incl. temporary workers, persons in training and internships.						
GRI 403-10	Work-related ill health						
	Number of work-related illnesses	Number	0	3	n.a.		
	Deaths due to work-related diseases	Number	0	0	0		

Disclosure Titles

Direct answers

SDG UNGC

## Training and continued education

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	The development and training of employees is crucial for MANN+HUMMEL's success. Role and function-specific offers are provided, along with global cooperation with "LinkedIn Learning" for independent learning. Mandatory training courses are also available, such as compliance and occupational health and safety, mainly given online. MANN+HUMMEL's specific training courses are continuously expanding, especially in sustainability-related topics. <a href="#">Employee Benefits</a>
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### GRI 404 Training and Education 2016

GRI 404-1	Average hours of training per year per employee	No report available for this information.		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	MANN+HUMMEL offers outplacement consultations in the context of termination agreements. In some cases, sabbaticals with a return guarantee are also granted.	8	6
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	All employees receive yearly performance reviews including individual development plans. This is supported by our one-to-one conversation process for white collar employees.	5,8,10	

Disclosure Titles

Direct answers

SDG

UNGC

## Diversity & Inclusion | Remuneration guidelines

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See GRI 2-23 "Human Rights Policy" and "Human Rights Risk Management and Due Diligence Procedure" <a href="#">Employees</a> <a href="#">Benefits</a>		
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### GRI 405 Diversity and Equal Opportunity 2016

GRI 405-1	Diversity of governance bodies and employees	<p>3.51% (288/8211) of all our women are leaders 9.79% (1143/11677) of all our men are leaders 3.33% (1/29) of all our other are leaders</p> <p>7.19% (1432/19918) of all employees are leaders 1.45% (288/19918) of all employees are female leaders 5.74% (1143/19918) of all employees are male leaders 0.01% (1/19918) of all employees are other leaders 1 leader and 29 employees (30 in total) have "other" as gender</p> <p>(Leaders are defined as employees with a disciplinary management function according to internal MH-POL-022.)</p>	5,8	6
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GRI 405-2	Ratio of basic salary and remuneration of women to men	No information is available on this subject.		
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## Non-Discrimination

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See Section 1.2 of the MANN+HUMMEL Social Charter "No Discrimination" <a href="#">Social Charter</a>		
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### GRI 406 Non-discrimination 2016

GRI 406-1	Incidents of discrimination and corrective actions taken	There were complaints in the reporting year; however, none of these complaints could be verified.	5,8	6
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Disclosure Titles

Direct answers

SDG UNGC

**Labor conditions (e.g., fair compensation)****GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	<p>Fair and comparable pay for our employees is a matter of course for us. Freedom of association and collective bargaining with employee representatives is standard practice in the Group.</p> <p>In its Social Charter, MANN+HUMMEL expressly recognizes the right of all employees to form collective representative bodies for employees and to engage in collective bargaining to regulate working conditions. The management and site managers work with the employee representatives constructively and in a spirit of trust - even on contentious topics. Our managers bear a special responsibility for communicating with our employees. They are called upon to consciously live our values and to promote them among their staff.</p> <p>They are therefore responsible for informing their employees comprehensively and in good time about all important issues. They are supported in this by the central Corporate Communications department.</p> <p>Suppliers see GRI 414: <a href="#">Supplier Social Assessment 2016</a></p>
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**GRI 407 Freedom of Association and Collective Bargaining 2016**

GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>There are no known organizations or suppliers that restrict the freedom of association, trade unions, or collective bargaining. MANN+HUMMEL takes its commitment to trustful cooperation with all elected employee representatives and trade unions worldwide very seriously. The same applies to compliance with all legal or respective collective bargaining requirements. Our commitment and processes are defined with the internal HR Standards and Labor Relations Policy.</p>	8	2,3
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Disclosure Titles

Direct answers

SDG UNGC

**Child labor/forced labor****GRI 3 Material Topics 2021**

GRI 3	Material Topics 2021	<p>MANN+HUMMEL uses the progressive globalization of goods and capital markets to create worldwide production and distribution networks. This global network entails a social responsibility to which MANN+HUMMEL is committed. The basic principles of human coexistence and work are to be respected everywhere. Forced labor and child labor is not acceptable under any circumstances. On this basis, we utilize the opportunities for successful business activities and employment while mitigating possible risks. Ultimately, this is also important in terms of international competitiveness.</p> <p>In the period up to the end of 2022, the existing risk management and due diligence processes for group-wide purchasing were further expanded with regard to compliance with human and environmental rights. For this purpose, extensive analysis, information and evaluation tools were introduced and integrated into the standard processes – both in our own workforce and in our supply chain. Suppliers were informed and asked to cooperate with/implement international standards such as the UN Global Compact, OECD and ILO standards. The basis for this is our General Terms and Conditions of Purchase and our Supplier Code of Conduct. Further measures will be implemented in 2023, e.g., a human rights statement, an updated supplier code of conduct, or the appointment of a globally responsible human rights officer. In line with the German Supply Chain Due Diligence Act and the new UN Global Compact reporting standard, reporting will also be significantly expanded. Any concerns can be raised either directly with management or through the whistleblower system (including anonymously). MANN+HUMMEL ensured non-retaliatory and neutral processing of reported cases and implemented appropriate processes for this purpose.</p>
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**GRI 408 Child labor 2016**

GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<p>MANN+HUMMEL expects suppliers to comply with the Supplier Code of Conduct, which we refer to in every purchase order. This is the basis for cooperation and sets out our expectations with regard to respect for human rights and working conditions in accordance with the fundamental principles of the United Nations Global Compact and the International Labor Organization (ILO) and includes, in addition to national laws, ILO Conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182, as well as Conventions: ICCPR; ICESCR; Minamata (mercury) and POPs (chemicals).</p> <p>A regular risk assessment of all active suppliers is conducted as part of the sustainable procurement program. Suppliers are assessed for potential labor and human rights risks (including child labor and forced labor) based on industry risks, country risks, but also economic relevance for MANN+HUMMEL.</p> <p>In order to mitigate potential risks of the initial assessment, we require our suppliers to perform a comprehensive Corporate Social Responsibility assessment on the EcoVadis cooperation platform. This platform enables suppliers to provide their customers with key data on their sustainability strategy and processes. Business partners can share the results with other business partners; this is beneficial for the supplier. This transparency ensures that critical aspects and optimization opportunities are identified and that we achieve our sustainability goals together with the supplier. In addition, suppliers are continuously monitored for current labor and human rights incidents. In the event of an alarm, countermeasures are defined, implemented, and documented.</p>	8	5
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Disclosure Titles	Direct answers	SDG	UNGC
<b>GRI 409</b>	<b>Forced or Compulsory Labor 2016</b>		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	8	4

### Social engagement/local responsibility

<b>GRI 3</b>	<b>Material Topics 2021</b>		
GRI 3-3	Management of material topics	<a href="#">Sustainability at MANN+HUMMEL Responsibility</a>	
<b>GRI 413</b>	<b>Local Communities 2016</b>		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Currently 18% of our operations have implemented local community engagement, impact assessments, and/or development programs.	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	See <a href="#">GRI 308-2</a>	

Disclosure Titles

Direct answers

SDG UNGC

## Product Safety

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>We aim to take responsibility for our products across the entire supply chain. One of the biggest challenges and one of our strategic corporate goals is to apply sustainability requirements to our entire global supply chain. To this end, we involve our suppliers and consider all applicable laws, such as the EU chemicals regulation REACH and RoHS, and the EU directive on restricting the use of certain hazardous substances in electrical and electronic equipment.</p> <p>The MANN+HUMMEL Management System (MMS) and all quality assurance and risk management processes and standards contribute to the safety and health protection of our customers. In particular, we point out safety-relevant features that are specifically checked as part of the reliability analysis FMEA (including validations and process monitoring) in order to avoid risks to health and safety. In addition, we inform end users and service personnel about the correct handling of our products. If necessary, we also provide appropriate training.</p> <p>In compliance with the “Automotive Quality Management System Standard” IATF 16949 requirements, we have anchored the aspects of “product safety” in our product development process. These describe the process from the initial development of a product to the initiation of necessary measures in the event of incidents relevant to product safety. The production sites and the central functions are subject to regular internal and external audits. In this way, we ensure compliance with and continuous improvement of our management system and the associated processes.</p>
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### GRI 416 Customer Health and Safety 2016

GRI 416-1	Assessment of the health and safety impacts of product and service categories	MANN+HUMMEL solutions do not conceal hazards, but prevent and eliminate them in line with the company's overarching goal of separating the useful from the harmful. The products themselves are subject to the highest quality standards and therefore effectively minimize any risks that could arise from their use. Their use, in turn, significantly reduces the potential for other risks to health and safety.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	MANN+HUMMEL has installed a global alert system on the subject of “health & safety impacts of products and services”. In 2022, there were no corresponding alerts on this topic.

Disclosure Titles

Direct answers

SDG UNGC

## Responsible marketing/product labeling

### GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	MANN+HUMMEL believes it has a responsibility, especially in the area of labeling and marketing “sustainable”, “green” or “CO <sub>2</sub> -free” products, to critically evaluate the effect of the products and to communicate the effects transparently. For this purpose, we use external partners for verification and use/orient ourselves to the specifications, such as the ISO series of standards ISO14020ff “Ecolabelling Standards”, eurovent and others. See GRI 417-1 (below)
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### GRI 417 Marketing and Labeling 2016

GRI 417-1	Requirements for product and service information and labeling	<p>At MANN+HUMMEL, we adhere to strict standards and regulations to ensure that our products meet the highest quality standards. We place great emphasis on complying with applicable laws and regulations for product safety and on labeling and describing our products appropriately. In Transportation, we follow the labeling and traceability requirements of IATF 16949.</p> <p>Important aspects of our responsibility with regard to product information are also governed by various regulations (e.g., REACH or ROHS), which regulate the registration, evaluation, approval, and restriction of materials. At MANN+HUMMEL, we fulfill the resulting information obligations with regard to the materials we use. We document the materials used in our products in accordance with automotive best practices and make this information available to our customers. This is done through registration in the global IMDS database (International Material Data System) and the exchange of information via the GADSL (Global Automotive Declarable Substance List).</p>
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	There were no known violations in the year under review.
GRI 417-3	Incidents of non-compliance concerning marketing communications	There were no known violations in the year under review.



**Data security (Cybersecurity)/data privacy)****GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	<p>The protection of data and information is a very high priority for MANN+HUMMEL. Our commitment to data protection and privacy: We respect the privacy of every individual. Our policies and data processing agreements help us comply with relevant laws.</p> <p>We monitor the global regulatory landscape to implement safeguards that protect the fundamental rights of all individuals whose data is processed by MANN+HUMMEL, including customers, suppliers, business partners, employees, and job applicants.</p> <p>Appropriate roles and responsibilities have been implemented to comply with the respective country laws and MH standards. Central coordination is performed by a Corporate Data Protection Officer (CDPO). This is supported by Local Data Protection Coordinators (DPC).</p>
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**GRI 418 Customer Privacy 2016**

GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>There were no complaints from external parties or regulatory authorities during the reporting period. There were also no identified leaks, thefts, or losses of customer data.</p> <p>As there were no complaints, anomalies, or leaks, any investigations or responses were not necessary.</p>
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# Publishing information

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